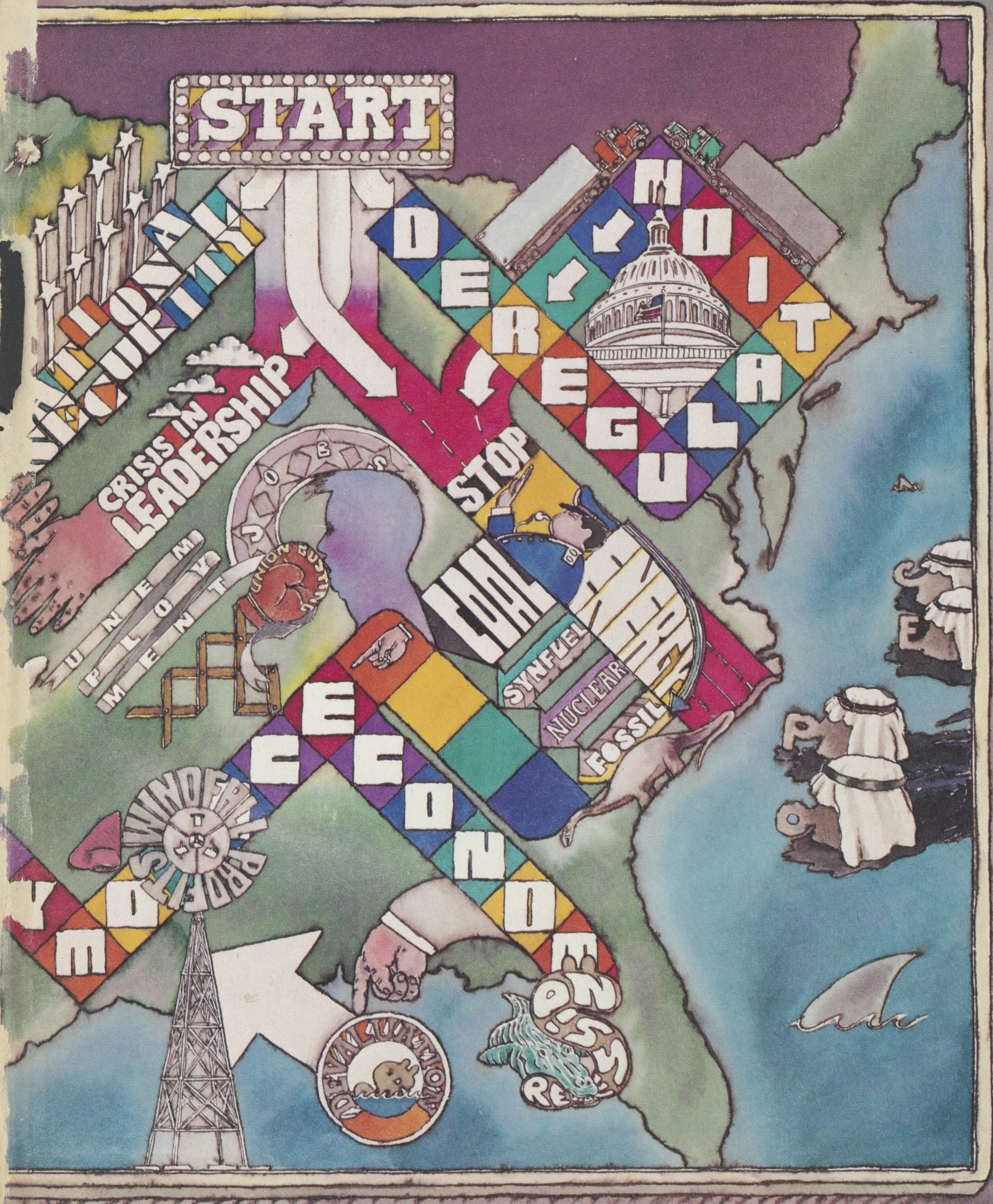
GAME PLAN
OR THE 80's

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
January 1980


START
CRISIS IN LEADERSHIP
DEREGULATION
STOP
JOBS
UNEMPLOYMENT
UNION BUSTING
COAL
ENERGY
SYNFUEL
NUCLEAR
FOSSIL
ECONOMY
WINDFALL PROFITS
DEVALUATION

NEW YEAR'S MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

As 1979 comes to a close during this period of national crisis and deep concern for our fellow Americans held hostage in Iran, Teamsters stand strong behind the efforts of our President to secure their release. But when they do come home, it will not be the end of our problem.

The U.S. is facing the worst crisis it has known since December 1941.

We have suffered blows in the past few weeks that, taken together, could be considered another Pearl Harbor attack.

When oil is again cut off from the Middle East, we are fearful of massive layoffs throughout the country, by employers who suffered during the 1973–74 embargo and who, in understandable self-defense, will cut costs, overhead and inventories almost immediately.

Our unemployment could increase by millions with no assurance of a whole or even partial resumption of oil imports.

In the days following the Pearl Harbor attack, Americans awoke to their peril, began to organize themselves and went on to astound the world by their achievements in mobilization and production.

It was not by accident that all activity emanated from the White House. In times of crisis and needed action all Americans look to the White House and the President.

Much has to be done in the whole energy field. Maybe the vast scope of the energy problem is what immobilizes us. Maybe there is just too much to try and do at the same time.

If the longest journey begins with one step then we should "get with it" and take the first step and then the second and so on.

It seems to us that the first step should be in the area that we completely control—namely—*COAL*.

We have more coal than the leading producers of the Middle East have oil (in energy value). We have the technology.

We can burn it with safeguards.

We can liquefy it.

We can gasify it.

We ask that the President call the leaders of the Congress to the White House and seek agreement on legislation to grant emergency power to the Office of the President, sufficient to immediately begin the conversion to coal from oil in the electric utility industry and to encourage and aid the same in the private industrial sector.

Powers granted this board should be broad and supersede any existing State and/or Federal legislation and should provide a fixed date of expiration.

This step must be taken on its own and not held hostage to desires of numerous special interests and single issue advocates.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 1 January, 1980

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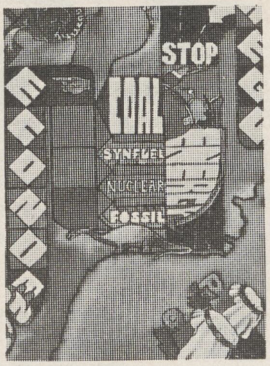

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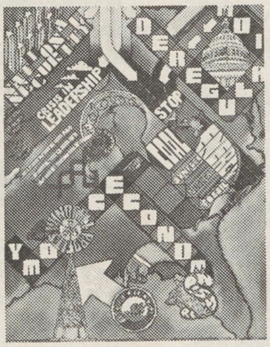

13

2 **COAL: Part of the Solution**
It can fill the energy shortfall

5 **Deregulation and the Congress**
A Teamster testifies in support of S. 1497

6 **Support for the Hostages**
Teamsters join in urging their release

6 **LEGAL NOTICE TO ALL MEMBERS**
Federal Court Voids Provision in IBT Constitution As Infringing upon Right to Sue Union

7 **Gearing Up for the 80's at the IBT**
Another group visits the workshop

10 **HEY BROTHER: UNION-BUSTING'S BIG BUSINESS**
Congress looks at tactics of anti-union lawyers

13 **The 1970s—A Bad Time for Labor**
A look at labor's legislative record

16 **Ahead of Us: The 1980s**
What Teamsters can expect in the years ahead

18 **JOBS IN THE EIGHTIES**
How things look and where the jobs will be

PPG Consumer Boycott
CORRECTION

The TRADE NAMES DICTIONARY, Second Edition, Volume 1, erroneously listed GLASFLOSS FURNACE FILTERS as a product produced by PPG. It has come to the IBT's attention that GLASFLOSS FURNACE FILTERS is not a PPG product. Therefore, all Teamster Members and Affiliates should immediately remove GLASFLOSS FURNACE FILTERS from the list of PPG products to be boycotted.

Editorial material should be addressed to:
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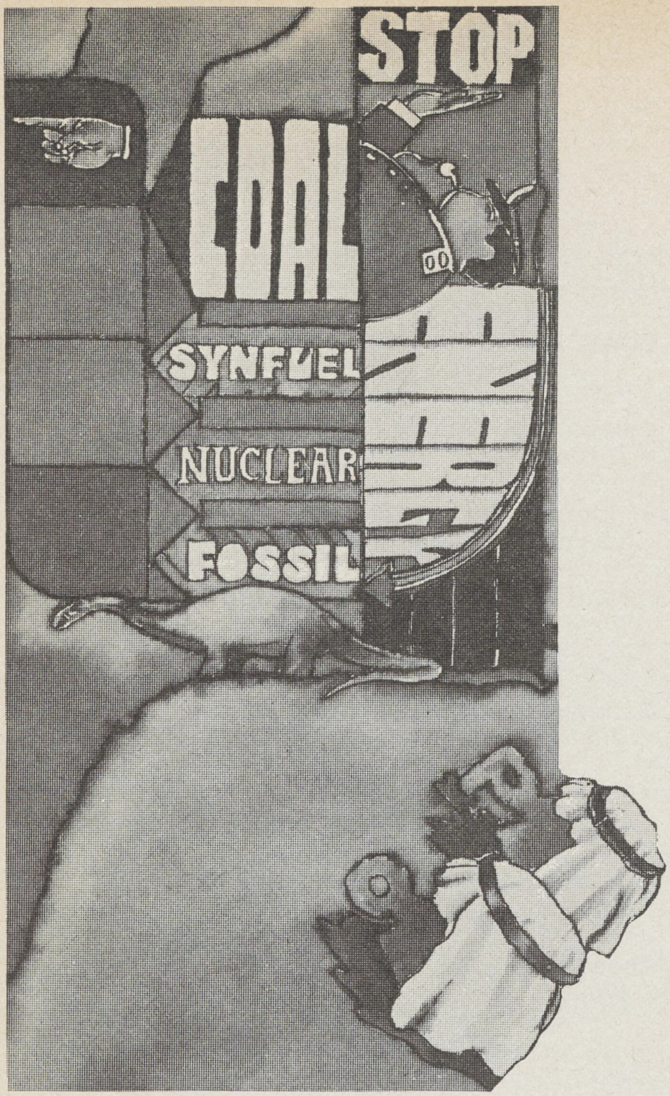


COAL

Part of the Solution

ENERGY sufficiency is not impossible for America. We feel that coal plays an important part in establishing our energy independence. It can and should be used to replace the oil and gas we are burning in electric utilities throughout the country.

In past issues of the *International Teamster*, we have highlighted some of the energy trends that stand to slow the progress of this country. These problems are confusing, interconnected and cannot be solved by simplistic, long-term solutions. The crisis and confusion are already here. We need immediate action for assuring the energy needs of this country. Coal is the short and long-term solution.

Burning and converting coal to various useable products will not only enable us to provide electricity to the population but will effectively cut American dependence on expensive unpredictable foreign oil. The immediate and efficient utilization of this abundant resource will not only meet these energy demands; it stands to provide jobs for the unemployed and ultimately will redistribute petroleum to where it's needed, in our homes and automobiles.

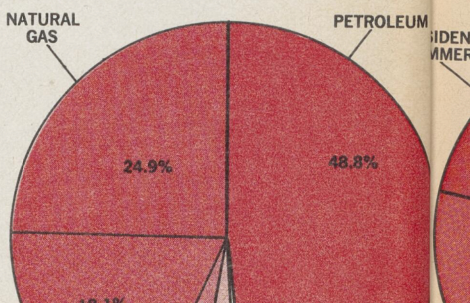
Coal stands out as our single greatest source of energy:

- It constitutes 80% of our total energy reserves;
- It provides 18.1% of the total energy consumed in the country;
- It is presently used to generate 47% of the electricity used throughout the country.

Coal is a big part of the future. We have enough of it within the boundaries of the continental United States to provide electricity to a growing population up to and beyond the 21st century. Even the most conservative estimates say we have more than 219 years of coal underground, waiting to be mined.

We have the technology, the

SOURCES OF U.S. ENERGY



SINCE 1970, OIL'S PORTION OF ENE

mining skills and the manpower to implement an active coal program. The equipment and work force are still intact to step up production in many dormant Eastern shaft mines. Coal from Montana and Wyoming will provide a growing amount of low-sulfur coal to the Western electrical generating units.

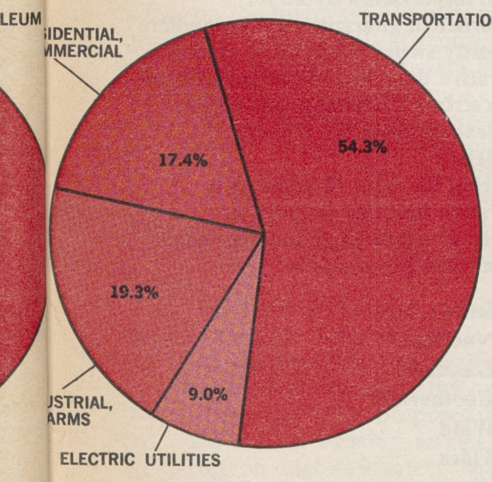
New strip mining techniques assure the rapid restoration of mined lands to productive use. Oftentimes, these areas have been improved to form recreation areas and fertile farm lands.

The technology also exists to turn coal into natural gas or even a liquified version that someday may find its way into your gas tank. Scientists have even investigated underground gasification plants that would capitalize on the small un-mineable seams of coal that usually remain behind in most mining operations.

It is not difficult to picture how coal could be fitting into your life, helping you and your family with the present energy crunch. By reducing the amount of oil burned in utilities for electrical generation and replacing it with readily available coal, we could be redirecting 25% of our petroleum for use in your homes and in your cars where there is no workable substitute.

In addition to providing more fuel for our homes and cars, this accelerated shift to coal will help America cut the growing reliance on imported oil. At present, we are consuming 20-21 million barrels a day. Approximately 9 million barrels of it is imported into

HOW WE USE OIL



F ENE NSUMPTION HAS GROWN FROM 44% TO 48.8%.

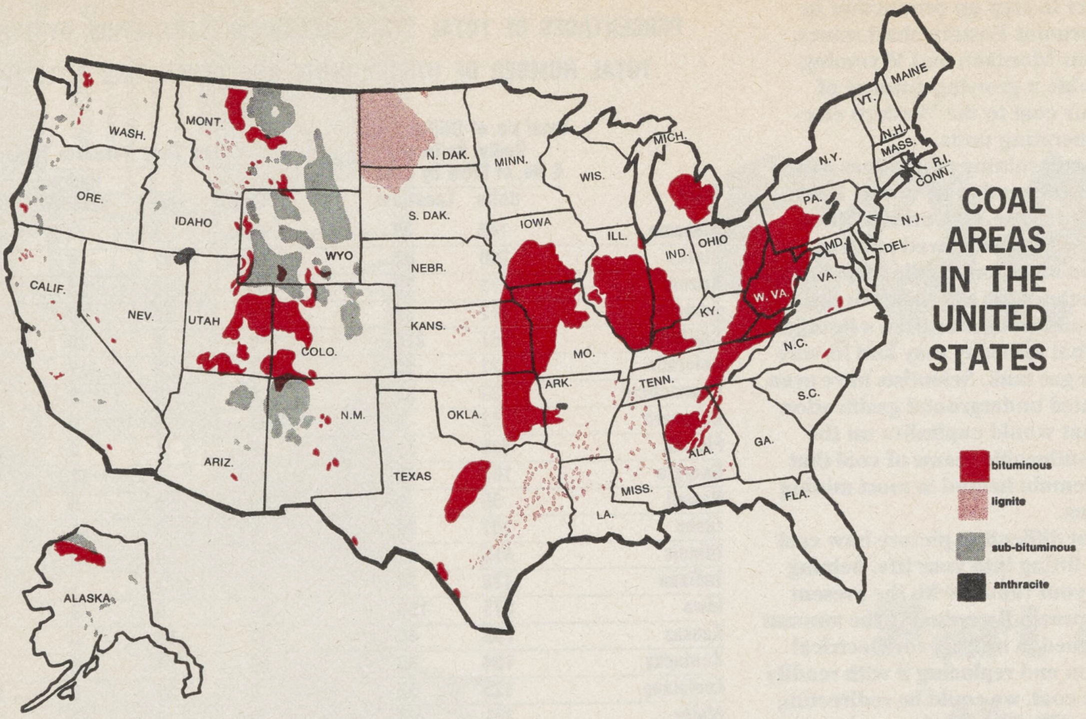
STATE-BY-STATE SUMMARY

PERCENTAGES OF TOTAL STATE ELECTRICAL GENERATION BY TYPE OF FUEL

TOTAL NUMBER OF UTILITY UNITS AND GENERATING SITES BY STATE

	Total No. of Utility Units (Indiv. Boilers) & No. of Sites By State		How They Generate Their Electricity				
State	Units	Locations	Coal	Gas	Hydro-Electric	Oil	Nuclear
Alabama	145	35	58%	3%	14%	1%	24%
Alaska	290	84	5	42	13	37	0
Arizona	113	29	33	2	23	38	0
Arkansas	112	32	9	10	20	44	17
California	561	215	0	1	25	67	4
Colorado	121	50	61	6	17	16	0
Connecticut	93	32	0	0	2	63	34
Delaware	23	8	21	0	0	79	0
Florida	306	51	16	1	0	69	12
Georgia	163	43	69	0	11	14	6
Hawaii	56	9	0	0	0	100	0
Idaho	107	38	0	3	96	1	0
Illinois	415	82	57	0	0	22	20
Indiana	176	34	90	1	1	7	0
Iowa	575	150	62	3	2	20	9
Kansas	150	40	38	56	0	6	0
Kentucky	104	30	92	1	6	1	0
Louisiana	125	32	0	87	0	12	0
Maine	151	48	0	0	17	40	42
Maryland	97	13	19	2	5	54	20
Massachusetts	189	54	0	0	17	73	9
Michigan	595	148	49	4	11	20	15
Minnesota	472	134	55	1	2	19	22
Mississippi	36	15	23	47	0	28	0
Missouri	273	76	75	8	6	10	0
Montana	95	29	30	1	66	3	0
Nebraska	293	87	29	10	5	18	34
Nevada	70	17	54	22	19	5	0
New Hampshire	46	18	30	0	23	48	0
New Jersey	126	28	13	1	3	69	14
New Mexico	59	13	66	23	1	10	0
New York	509	171	8	0	16	62	14
North Carolina	183	56	71	0	12	6	11
North Dakota	64	28	77	0	18	5	0
Ohio	259	52	86	1	0	9	4
Oklahoma	129	36	12	72	10	2	0
Oregon	196	52	0	1	78	8	12
Pennsylvania	282	70	56	0	5	23	15
Rhode Island	8	2	0	0	0	100	0
South Carolina	198	47	30	0	19	20	30
South Dakota	136	48	20	0	61	17	0
Tennessee	161	36	65	13	21	0	0
Texas	370	104	16	80	1	3	0
Utah	78	43	88	1	10	1	0
Vermont	121	55	3	0	24	16	57
Virginia	115	30	27	0	6	40	25
Washington	266	63	7	0	87	2	4
West Virginia	50	19	99	0	1	0	0
Wisconsin	451	138	59	2	5	17	17
Wyoming	45	20	93	0	6	0	0
Washington, D.C.	29	2	0	0	0	100	0

NOTE: 20% of the oil used in this country is literally going up in smoke. The chart above shows how your state measures up in the move to cut our dependence on imported oil currently. Many of those currently using gas and oil to generate their electricity could easily and speedily make a switch to coal or nuclear power as a generating source, freeing needed oil reserves to fuel our transportation industry and other areas which cannot operate without this resource.


COAL AREAS IN THE UNITED STATES

this country each day to help meet the growing demands.

This dangerous addiction threatens not only our national security, but presents a real danger to our entire economic system. We cannot continue to pay the prices these countries are demanding.

- It weakens the American dollar overseas;
- It prevents us from balancing our national checkbook;
- It threatens existing foreign policy;
- It prevents us from bringing inflation under control at home.

The country, like any individual, cannot consistently be spending more than it makes. Action is needed now!

Despite the availability and the concentrated efforts by the federal government to encourage production, the utilities and industrial representatives have been hesitant to make a major commitment to using coal. Oil is much easier to transport and burn. Besides, the "pass through allowance" gives the utilities a chance to pass along the climbing cost of imported fuel to the end user . . . you, the consumer. Rather than make a concerted effort at cutting the dependence on foreign oil, they are shifting the rising fuel costs to us in our utility bills.

No one said this conversion to coal is going to be cheap or easy. Since the embargo, government has been trying to entice utilities and industry into using coal, with only limited success. Since 1973, the annual growth rate for coal was only 1.2%, while oil imports continued to grow on an average of 6.8%.

The facts are very clear. This country needs to develop ALL its energy resources to the fullest capacity. We should begin with conservation. Coal utilization is our next step.

- We have vast resources of coal that can be developed and used;
- We have the technology to burn it cleanly;
- We have used it before to generate electricity and now it is becoming even more practical to burn it again.

There are a number of electric utilities in this country that have burned coal before. They have the boilers, the transportation systems and the capability of burning coal.

We have the technology, the scrubbers and coal washing systems that would permit the clean burning of coal to generate electricity. Existing oil and gas burning units should be replaced with NEW coal-fired plants. In the long run, this move toward the cheaper, most available fuel source, will benefit the consumer.

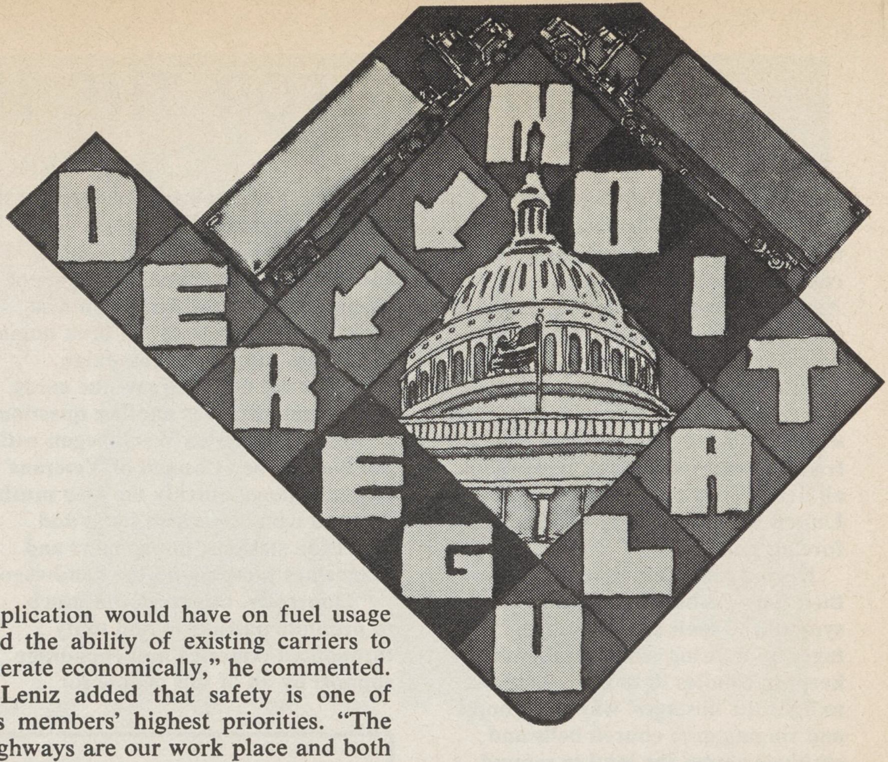
It is important that new industrial boilers be converted as well. These three actions alone could save over 1.3 million barrels a day by 1985. By the 1990s this same policy could mean a 2.3 million barrel reduction each day. Within a decade we could cut our oil importation by 25%.

In order to guarantee the immediate and costly switch from oil to coal, it is imperative that the federal government take a strong leadership stand. (See the Message from the General President.)

During the next 10 years, it is imperative that full support be directed to developing and expanding our national programs in:

- Solar
- Nuclear
- Gasahol
- Geothermal
- Wind
- Tides
- Bio-mass
- Anything else we can find.

This country is going to need everything it can find in order to grow.



WHEN Senator Howard Cannon of the Senate Commerce Committee chaired special hearings on deregulation in Reno, Nev., recently, Teamsters Local 533 Secretary-Treasurer Albert L. Leniz of Sparks, Nev., was on hand to describe how the Teamsters feel about the proposed legislation.

Brother Leniz told the legislators how deregulation would affect his members and Nevada consumers. "My local union has approximately 2000 members and many of us are employed as truck drivers. We have a strong sense of pride on our part in fulfilling the growing transportation needs of our State. At the same time, we are deeply concerned as to the impact that deregulation would have on our lives and on our State.

"All of us feel that deregulation of the trucking industry would immediately and adversely affect our jobs, our wages and highway safety. On these key issues, I feel I can speak for all Teamster drivers because our interests are the same," Leniz said.

"Because we would lose our jobs, our members are strongly opposed to proposals which would do away with entry controls and would flood the highways with independent owner-operators and encourage unstable companies to try their hand at the trucking business.

"The resulting cutthroat competition would force most of these into bankruptcy and, in the process, many existing companies would be forced out of business as well. Only a few of the very strong giants of the industry would be able to withstand the desperate struggle for survival.

"Our union supports S. 1497 because our jobs, our wages and our safety on the highways are very much dependent on control of entry, the obligations of common carriers and a financially healthy industry. We believe that anyone seeking a certificate to provide motor carrier service should demonstrate that his operations will be energy efficient, economically feasible and will not adversely affect highway safety," the Teamster added.

"S. 1497 would require the Interstate Commerce Commission in acting upon applications for certificates to make findings regarding the operational feasibility of a proposed service, adequacy of existing service and the effect on highway safety and on energy efficiency of existing carriers." In these difficult times, "we believe that it is essential that the ICC consider the adequacy of existing service and the effect that a grant of an application would have on fuel usage and the ability of existing carriers to operate economically," he commented.

Leniz added that safety is one of his members' highest priorities. "The highways are our work place and both our lives and our livelihoods depend on highway safety. For this reason, we are deeply concerned at the prospect of any action which would throw open our highways to unnecessary and unsafe equipment.

"Drivers for regulated companies have by far the best safety records. In addition to our own concern, the carriers for whom we work and their insurance companies see to it that safety rules are observed," he said.

No one wants to drive unsafely, but, "independents are forced to disregard safety rules by the economic necessity to make the payments on their trucks and to support their families. If the ICC is permitted to issue certificates to any and all comers without a showing of need for their services, the number of independents on our highways and the safety problems will vastly increase," the Teamster warned.

Referring to his home state, Leniz noted the potential impact deregulation could have. "We believe that Nevada would lose much of its trucking service if Congress or the ICC discontinues regulation," he emphasized.

Citing one example, the Teamster added: "Over the past 10 years, one major carrier with rights to serve Nevada sought consistently to eliminate the handling of small shipments to and from Nevada. Service declined drastically from approximately 5 or 6 schedules a night to one and often none. Refrigerated service was totally discontinued.

"The carrier had no interest in providing service to Las Vegas and Reno, let alone the smaller towns.

"As a regulated carrier subject to the Interstate Commerce Act, this carrier has an obligation to provide service to anyone on demand, to handle small shipments as well as large, to serve all shippers whatever their size, and to serve every point in Nevada which was covered by its certificate, yet it ignored these duties. If carriers had no obligation to provide service, others might well decide to cut back on service to Nevada and more employees would lose their jobs. Just how can this sort of thing be in the public interest," he queried.

Leniz reminded committee members that S. 1497 provides for strong enforcement of the obligation of regulated carriers to serve the public.

"We also urge you to establish a zone of reasonableness within which carriers may increase their rates without approval by the Commission. Too many carriers have gone bankrupt and too many of our members have been thrown out of work because of the failure of the Commission to grant timely and adequate rate increases," the Teamster commented.

S. 1497 also would require that owner-operators leasing their equipment to regulated carriers be afforded the status of employees of the company, affording them the right to join a union and bargain collectively for fair wages and working conditions.

"We urge the Committee not to take a step backwards to the time when it was everybody for himself. Some of our ghost towns here in Nevada are silent testimony to the folly of that type of approach," he concluded.

SUPPORT FOR THE HOSTAGES

THROUGHOUT the week of December 10-17, Teamsters joined millions of other Americans across the country in celebrating "Respect America Week," dedicating their efforts to showing support for the Americans held hostage in Iran and for our country in this time of crisis.

Joining them in this patriotic effort were dozens of other unions, civic, fraternal and patriotic organizations, all determined to show that the United States can be cowed by no foreign power.

During the week, Americans flew their flags 24-hours a day and symbolized their support for the hostages by wearing white armbands, keeping candles lit in their windows to light the hostages' way back home and ringing area church bells and carillons across the land to remind everyone that American citizens were still held captive in a foreign land.

Culminating the week's events were several national actions by President Carter and the hostages' relatives.

Lighting the national Christmas tree on the Ellipse in Washington, D.C., President Carter and his daughter Amy lit only the main tree's star, leaving the huge tree in darkness beside its 50 sister ones (representing the 50 states) until our citizens return home safely.

Prayer vigils were held by the hostages' families in front of the Iranian Embassy in Washington on Sunday, December 16, just hours after the group held a similar vigil and wreathlaying at the Lincoln Memorial nearby, where they publicly urged Iran "to let our people go."

President Carter declared Tuesday, December 18 National Unity Day, and urged Americans to fly their flags to show their support for our nation's efforts and Iran's captives, an action participated in by millions and millions of citizens across the country.

And still the outpouring continued, as Americans turned their pent-up anguish and concern into visible results.

Everywhere in the country, spontaneous write-in campaigns had resulted in a barrage of cards, letters and telegrams to the Iranian Embassy in Washington and to Iran's leaders in Tehran, urging them to show humanity in this season of peace and love.

Other Americans began an emotional campaign to let the hostages know they hadn't been forgotten as the holidays neared. Mailbag after mailbag began arriving in Tehran for delivery to the hostages, some of them carried by an American disc jockey, whose station had been among the first to join in the campaign. Whether the hostages saw the cards, letters and gifts was another question.

Respect America Week began with the New Jersey Council of Veterans' Organizations; quickly the idea mushroomed with American radio and television stations, newspapers and magazines jumping on the bandwagon.

"Hopefully, this week did much to promote patriotism and unity throughout America and encourage support by all of our people for any honorable actions by the government to protect American lives and the sovereignty of American property anywhere in the world," Teamsters General President Frank Fitzsimmons said of IBT support for the week-long efforts.

And although Respect America Week has concluded, the Teamsters Union reminds its members that nothing really changes until our citizens are safely home. Your International Union officers urge you to support in any way possible our country's efforts to win their release from captivity and to show our nation's leaders that you are behind them.

LEGAL NOTICE TO ALL MEMBERS

Federal Court Voids Provision In IBT Constitution As Infringing Upon Right to Sue Union

The United States District Court for the Middle District of Pennsylvania, by order of Judge Malcolm Muir, has invalidated as violating the Labor-Management Reporting and Disclosure Act of 1959 a provision in the IBT Constitution which authorizes the union to require members to reimburse the union for its attorney fees when their suits are unsuccessful. The court not only struck down Article XIX, Section 12(b), the provision in question, but found that its presence in the Constitution unlawfully discouraged members from bringing legal actions. The IBT has taken an appeal to the United States Court of Appeals for the Third Circuit. The filing of the appeal in no way affects the validity of Judge Muir's order prohibiting the enforcement of §12(b). The IBT was ordered to publish this notice informing the Union membership that the provision had been set aside.

The invalidated provision reads as follows:

> Where a member, officer, elected Business Agent, Local Union, Joint Council or other subordinate body, before or following exhaustion of all remedies provided for within the International Union, resorts to a court of law and loses his or its cause therein, all costs and expenses incurred by the International Union may be assessed against such individual, Local Union, Joint Council or other subordinate body, in the nature of a fine, subject to all penalties applicable where fines remain unpaid.
>
> Where such court action is by an individual or by a Local Union, Joint Council or other subordinate body against a Local Union, Joint Council or other subordinate body, the foregoing provision in respect to the payment of costs and expenses shall be applicable in favor of the Local Union, Joint Council or other Subordinate body proceeded against in court.

GEARING UP FOR THE 80s AT THE IBT

VISITING International headquarters December 3–7 was a group of 28 Teamster men and women, there to attend the last Teamsters' workshop class of the 1970s.

In the months since its inception, the workshop format has grown continually in scope and dimension, so for participants it wasn't time to say "goodbye" to the old, but rather "hello" to the many exciting innovations being planned for our union as it enters the 1980s.

Above all, the 1980s promise to be a time for continued growth, as the International Union strives to make its local union officers the best membership representatives in the labor movement today.

It is already well on that road with the workshop classes and other innovative new programs inaugurated recently, including the new local union stewards' seminars being conducted around the country.

Back at the workshop, participants again got the chance for a look at the day-to-day functioning of the mammoth Teamsters Union and learned how they could best utilize its many services for their local needs.

Guest speakers during the week included Sven Kraemer of the Republican Policy Committee, and Rep. Nick J. Rahall (D.-W.Va.). Rahall's comments were of particular importance since he comes from a district where bituminous coal is mined. He could, therefore, discuss Congress's current efforts on energy, tie them in with the Teamsters' desire to see coal more utilized in our battle against imported oil, and show how both goals interact with his own constituents' experiences in mining and dependence on the mines for their employment.

A question and answer session following his remarks was especially informative for the group.

Teamsters participating in the workshop included: Robert Dambro, president, Local 14, Las Vegas, Nev.; Steve Woda, trustee, Local 20, Toledo, Ohio; Richard Bruckschlogl, vice president, Local 52, Cleveland, Ohio; Business Agents Richard Gilger and Robert Morris, both from Local 92 in Canton, Ohio; Cossie DiPierro, president, and William B. O'Neill, vice president, both from Local 112 in West Albany, N.Y., and James Switzer, recording secretary, Local 144, Terre Haute, Ind.

From Local 213 in Vancouver, B.C., Canada, came Business Agent Frank Peters, while Local 228 Secretary-Treasurer Norman Holton journeyed east from Sacramento, Calif.

Also participating were: Larry Martin, a representative with Local 362 in Calgary, Alberta, Can.; Edgar Scribner, president, Local 372, Detroit, Mich.; Robert Solomon, a business agent from Local 401, Wilkes Barre, Pa.; Jerome Hansen, a business agent from Local 446, Wausau, Wisc.; Gary Daub, secretary-treasurer, Local 467, Rialto, Calif., and Mike Daniels, business agent, Local 551, Lewiston, Idaho.

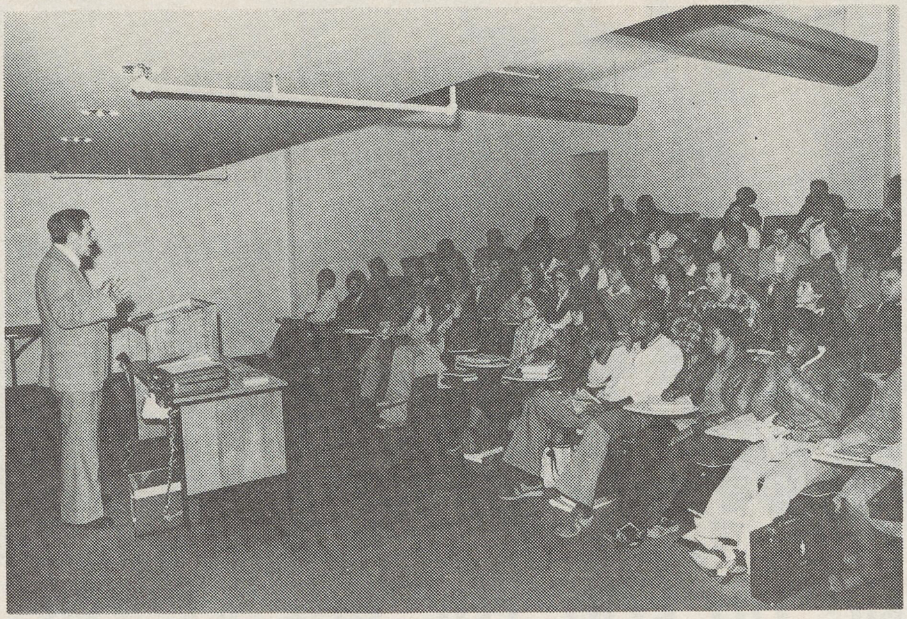
From Local 554 in Omaha, Neb., came Secretary-Treasurer Thomas McFarland and President Walter Thompson. Richard Heck, president of Local 638, came from Minneapolis, Minn.

Also sitting in on the week-long session were: Gerald F. Gross, president, and George Joseph, business agent, both from Local 653, Brockton, Mass.; Recording Secretary Sandra Del Secco, Local 655, Redwood City, Calif.; Richard Hohs, recording secretary, Local 753, Chicago, Ill.; Ed Ensey, vice president, and Lou Smail, secretary-treasurer, both of Local 769, Miami, Fla.

Rounding out the group were: Leo Van Nostrand, business agent with Local 791, Rochester, N.Y.; Phillip Nezart, secretary-treasurer, Local 988, Houston, Tex., and Albert Valade, secretary-treasurer, Local 1999, Montreal, Quebec, Can.

Together, members of the workshop brought the 1970s to a fitting conclusion, and encouraged the union to keep improving its programs on into the 1980s.

Taking the Teamsters' Message To College Campuses



Goldstein addresses the students at Memphis State.

THE ROLE of the labor movement in our society is a topic too long ignored on most college campuses, but recently that has begun to change.

Universities around the country are beginning to realize that whether their students go into management or become a part of the work force, they will need an awareness of what labor is about.

Visiting two college campuses to carry labor's message to students in recent weeks was IBT Organizing Director Norman Goldstein, who talked to groups at two schools in the south —Memphis State University and Barry College in Miami, Fla.

At Memphis State in Memphis, Tenn., Goldstein spoke to 250 industrial relations students at the school's College of Business Administration about the important role the labor movement has played in U.S. history, including the involvement of the Teamsters in both world wars.

"Labor has been written out of the textbooks," he told them, "although the labor movement had a role in every facet of the nation's growth."

He reminded the students that labor unions are distinctly "American," citing their importance to the country, even in times of unemployment and inflation.

"We say workers have a right to a fair share of the profits," he added, summing up his feelings about the Teamsters and labor unions.

Goldstein was accompanied to the session by Joe Pellicciotti, secretary-treasurer of Teamster Local 667, based in Memphis.

His comments, and particularly the question-and-answer session following, were well received by both the students and the faculty attending the session.

Said Professor Joseph Adler, director of Memphis State's Labor Relations Center, at whose invitation Goldstein appeared: "It gave our students a first-hand look at someone who spent his entire career working in the labor movement. They were able to see that both Mr. Goldstein's aspirations and the aims of the IBT were not too far removed from their own concerns—attainment of a job which affords a measure of economic security in an atmosphere where there is some democracy and control over one's own work environment.

"In addition," the Professor noted, "Goldstein's remarks about the deplorably low wages paid to teachers struck a receptive chord among the faculty."

At Barry College, the presentation and reception were very similar.

Goldstein addressed a labor relations class at the Catholic college in Miami, at the request of the Southern Conference of Teamsters.

His remarks, which were videotaped by the conference, gave students insights into labor they hadn't had before.

"By your contribution to higher education, our labor relations class was greatly enriched," noted Sister Judith Shield, associate professor of economics and business, as much by the "honest answers to questions" students received, as by the "excellent presentation".

It isn't often students have a chance to ask someone actually in the labor movement in-depth questions—about whether public employees should be allowed to strike, or why the labor movement is portrayed by the media as it is—but these were only some of the interests of the students firing questions at the Teamster leader.

"It is good for prospective students and prospective working people to see how important correct information is," and to have access to someone who can help them see the work force in a new light, Sister Judith added.

The Teamsters Union is happy that it sometimes has a chance to send someone for a one-on-one encounter with such groups as these students, for they are the workers, the negotiators and the managers of tomorrow and it's important that they understand labor's goals for workers as well as its demands.

A Merry Christmas At Schlitz After All

FOR THE 250 Teamsters and their families at Schlitz Brewery in Syracuse, New York, all signs pointed to a cheerless Christmas holiday and bleak future when the company announced plans to shut down and cease operations on December 22, 1979.

The plant is the newest and most modern of the Schlitz breweries, and employees started to work in 1976 expecting that this would be where they would work until they reached retirement. Sliding beer sales, however, forced the company decision to shut down.

Then came the announcement that Anheuser-Busch, the nation's largest brewery, had reached agreement with Schlitz to purchase the ideal brewery with the intention of rebuilding it to meet Busch production methods and then to reopen a full-fledged Anheuser-Busch brewery.

The IBT Brewery and Soft Drink Conference immediately went to work representing the employees in a series of complex negotiations with the two companies aimed at assuring the security of the jobs under Busch management for present employees of Schlitz and aimed at reaching a settlement with Schlitz to help employees over the prolonged period of layoff during which rebuilding and added construction will take place.

Charlie Klare, secretary-treasurer of the Brewery and Soft Drink Conference who headed up negotiations, along with General Organizer John Hoh, reports that agreement has been reached with both companies and that these agreements were ratified by employees involved on December 15th by a vote of 200 to 13.

Agreement with Busch provides that present Schlitz employees will be recalled to work in order of seniority when the plant resumes operation and then will work under a ratified contract within the Teamster National Master Brewery Agreement with that company.

The settlement with Schlitz provides that health and welfare benefits will continue and that employees will receive supplemental unemployment benefits for a period of six months. The supplemental benefits, along with state unemployment benefits, will amount to $200 per month.

Joe Davis, business agent for Local 1149, said: "Sure. Things may be very tough for our people for quite a long time before they return to work, but at least we know that down the road our jobs are secure and waiting for us. And that made for a pretty good Christmas present."

Logan's Named Int'l Director of the Bakery Conference

THE International Brotherhood of Teamsters announced recently that Howard Logan, director of the Central Conference of Teamsters' Bakery Division, has been named International Director of the Teamsters' Bakery Conference.

As Director, Logan will be coordinating the operations of the trade conference and its officers with those at International headquarters.

Logan noted recently that he is well suited to this task, since he began his union career on a bread truck and spent more than 15 years working one. "By now, I know route work from one end to the other," he said.

Logan left the bakery in 1961 when he was elected as secretary-treasurer of Teamster Local 611, where he served until stepping down in 1970 to join the Central Conference staff. During his years with Local 611, he also served as a trustee of both Joint Council 13 and the Missouri-Kansas Conference of Teamsters.

The appointment, notes Logan, is a recognition by the officers of the union of the importance of the bakery jurisdiction within the Teamsters Union. "It will be my job to maintain contact with all our bakery locals around the country, coordinating their activities with those of the International, and attempting to keep everyone informed about what's happening."

In doing this, he will be working closely with the current officers of the Conference: Harold J. O'Brien, David Torre and James Catenaro.

An Areawide Bakery Pact

AFTER some tough bargaining, local unions affiliated with the Upstate New York Bakery Division have come closer to their goal of achieving a uniform areawide agreement by concluding a new three-year agreement covering bakery personnel.

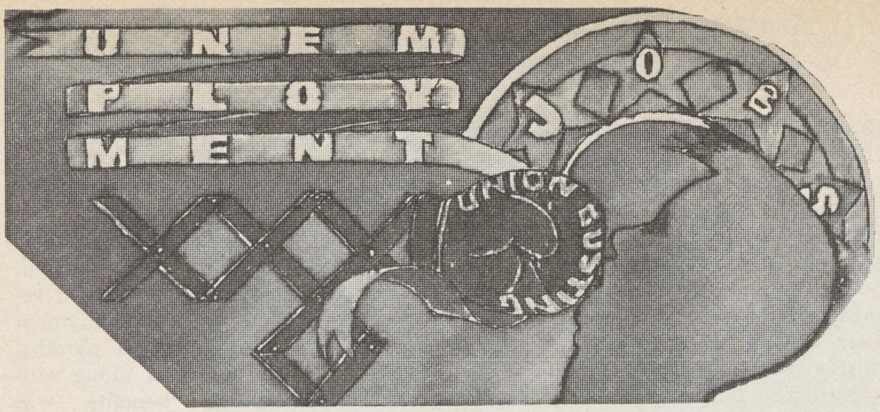
Sitting down with representatives from Teamster local unions in the New York area and the Eastern Conference of Teamsters were company negotiators from Interstate Bakery Corp., ITT Bakery Co., Stroehmann Brothers Bakery Co. and Spaulding Bakeries, all of them among the largest bakers in the east.

Negotiations, in addition to winning pay increases for sales and transport drivers, mechanics, utility-garage helpers and thrift store clerks covered by the pact, were also successful in gaining increases in vacations, holiday pay, health and welfare and pension clauses.

Common language also was achieved on a new grievance and arbitration procedure with a final step joint employer-union panel; union security; the use of lie detectors and credit union clauses.

Members of the Teamsters negotiating committee included; Harold Ulrich, secretary-treasurer, Local 182; Edward Button, secretary-treasurer, Local 264; Patrick Shanahan, president, and Edward Stack, business agent, both of Local 316; David Cooke, secretary-treasurer, Local 529; Victor Mousseau, president, Local 648; Phillip Phelan, a business agent, and Robert Napierski, organizer, both from Local 669; Kenneth Slate, president, and Fredrick Carter, trustee, both from Local 687; John Tarr, president, and Richard Hodges, secretary-treasurer, both from Local 693; and William Phillips, secretary-treasurer, Local 791. Also participating in the negotiations were Robert Flynn, executive assistant to Eastern Conference Director Joseph Trerotola; Robert Dietrich, ECT representative; and Jennifer Minamoto, associate research director, Eastern Conference.

Working together, Division members hope to achieve uniformity of benefits and strength in bargaining posture in all N.Y. area bakery agreements.



HEY, BROTHER! UNION BUSTING'S BIG BUSINESS

THE U.S. House Education and Labor Committee's Subcommittee on Labor Management has been conducting hearings on pressures on workers in today's workplace, and December 4 heard testimony from R. V. Durham, president of Teamster Local 391 and IBT director of safety and health.

The scope of the hearings, which commenced last October, includes management's inclination to control the nonproduction aspects of the workplace, as well as several union-busting techniques that are being utilized nationwide.

Congressman Frank Thompson, Jr. (D-N.J.), chairman of the Subcommittee, remarked in his opening statement: "The focus of our concern at these oversight hearings is what effect, if any, these new and sophisticated policies and practices have on the worker, what are their implications for labor management relations, and how do they affect individual workers' rights to privacy?"

The subject of management consultants during organizing campaigns was the focus of the current hearings.

As the lead-off witness, Durham underscored the need for Congressional reforms in the labor laws and criticized the use of outside anti-union consultants by companies who are bent on keeping unions out at any cost.

Referring to the tactics of legal consultants for the PPG Corporation in Lexington, N.C. to fight an organizing election in the company, Durham stated that: "By applying pressure to the supervisors through the use of group and individual meetings, by implying that the company will reward or punish supervisors for their role in the anti-union campaign by outlining various activities of discrimination and discharge that supervisors could institute, the consultants at PPG appear to have made the first line supervisors the actual perpetrators of the illegal activities which they have designed."

"The question is this," Durham concluded, "if Hogg, Allen, Rice and Norton, the labor consultants in this matter, understand clearly that if they put pressure on supervisors and tell them what it is that needs to be done, how it can be accomplished and who should be singled out, and then the supervisors, in fact, do violate the law in trying to comply, are not Hogg, Allen, Rice and Norton as guilty or more guilty, in fact, of these violations of the law? Should not their licenses or ability to practice before the Board be taken away?

"Teamsters Local 391 hopes very much that Congress will review the activities of these consultants and curb them, because they are making a mockery of the idea that employees have the right to self-organization."

Following are excerpts from the transcript of the Subcommittee's December 4 hearing involving questioning of R. V. Durham. Congressmen participating in this segment of the dialogue in addition to Chairman Thompson include William D. Ford (D-Mich.), Ken Kramer (R-Colo.), George Miller (D-Cal.), and Ray Kogovsek (D-Colo.).

MR. FORD. We are involved here not in attempting to find out who was right or who was wrong in any particular labor dispute, but to find methods of dealing legislatively with the respective rights of employers and employees so that we can save this country from the tremendous loss that we suffer when we engage in jungle warfare between people for no other reason than that they happen to be on opposite sides of a perspective, if not in fact on the opposite side of a bargaining table. . . .

All of that is by way of no question, but your statement reinforces obviously the thoughts that run through this member's mind as a result of several years of listening to this sort of story being recited to us and I would hope that we will have a full and complete record describing the circumstances at PPG before we finish the formal and informal activities of this committee and its staff.

Thank you for your statement.

MR. DURHAM. Thank you, Congressman.

May I make one comment in reference to this statement. I travel a lot in my responsibility with the International in our safety and health program, I can tell you, I am a native North Carolinian and it is a different world down there.

I think the figures speak for themselves when you are looking at less than 7 percent of the work force organized and you are on the bottom in income and you see hundreds of thousands of jobs being moved from the Ohio, Pennsylvania, Michigan areas down into our area.

I think if people will look at what is actually happening, we are in a situation where if a corporation with their millions of dollars, and billions in this particular case, the company we are talking about, if they want to spend the money, there are tens and hundreds of these law firms like we make reference to.

There was an interesting article in the Wall Street Journal just in the last two weeks on this problem. It is becoming very, very serious. Unless something is done, I think we are going to be returning to that jungle warfare that you make reference to because the local unions, the people cannot stand up to the pressures of threats and discharges.

If you look at this most recent decision handed down by the board against PPG, they threatened to close the plant, sell the plant, they discharged people. They did everything that is imaginable and still these people stood up and they voted for the union.

Today we are still waiting to get to the bargaining table. The company, in effect, says, "So what, the board has investigated your charges and we are still not going to bargain. Take us to court."

Then we are looking, according to the supervisor's statement, the lawyer says we will string it out five years. We just began the ball game. These are the games we are running into.

These labor consultants are really playing games with the present existing law. Unless some recognition is given, we don't look for anyone to do us any favors. We just want a fair balance. We don't have that situation, especially in the southern states where all the corporations are moving the jobs.

So this is the story that we are trying to present.

MR. FORD. I hope the American consumer is appreciative of the fact that a good part of the cost of the products they are buying is spent on law firms of this kind and not on raw materials or labor that goes into making a product.

It is an interesting commentary on how we subsidize this kind of activity every time we go into a store and buy something. I will remember the name of this company and I am sure my family members will, and while I don't advocate boycotts, I don't think we will buy their products.

MR. THOMPSON. I wonder if Pittsburgh Plate Glass still manufactures the glass for the Chrysler motor cars?

MR. FORD. Well, we might have an amendment in that regard.

MR. THOMPSON. Mr. Kramer?

MR. KRAMER. What steps are you going to take now on behalf of your union to begin the bargaining process?

MR. DURHAM. Are you making reference, Congressman, to the PPG Corporation?

MR. KRAMER. Yes.

MR. DURHAM. We have done everything we could up to this point to get them to the bargaining table. We went, as a matter of fact, three weeks ago to Pittsburgh and knocked on the doors of the board of directors to see if we could find out if they knew what was going on in Lexington.

We did get a meeting at their corporate headquarters the next morning, but they explained that they were still not going to bargain. In an effort to resolve this issue, I have even offered to go beyond the fact that we won the election.

We said, we will offer you three options. We will agree to have some impartial person come in and check the cards and establish that we have over 1100 of the 1400 people signed up.

We said, secondly, we will be willing to put up a picket line around the plant tomorrow morning and count noses and see how many are in the plant and how many are in the street.

Third, I said we will negotiate a 1-year contract and if the people don't support it, they have a right to decertify.

Unfortunately, the company elected not to take either one of those three options. I thought all three were very fair.

Still, they are committed, Congressman, to continual litigation.

MR. KRAMER. Has the National Labor Relations Board come down with a ruling at this point that you are entitled to certification?

MR. DURHAM. Yes, they have certified us, Congressman, but unfortunately the board does not have enforcement authority. They can only certify us. Then if the only way you can get an enforcement order is to go to court, then you are looking at from 2 to 4 years to get the case to work its way up on the docket.

In the meantime, every day, every week they are holding meetings with the employees, going through an orientation, showing them everything that labor stands for on the bad side.

They are continually discharging their people. We are losing about 4 people a month. They are singling out our strong supporters. At the end of 2 to 4 years, put yourself in those workers' shoes, Congressman. There is no way that you could stand up to the pressure of a large corporation under those conditions.

So I think if the corporations and the companies want to be fair, then once the election has been held and the board has investigated it and they investigated for 16 months and they certified, then the company ought to be willing to at least sit down and bargain.

Instead, and of course, this is the reason we are involved in the boycott, we are not going to wait 2 to 4 years. We are going after this company's image any way we can because we see them as a flagrant law violator.

MR. KRAMER. Are they appealing the decision of the board regarding your certification in court?

MR. DURHAM. The decision is not appealable by the company.

MR. KRAMER. Might it be appropriate if we were to ask; for example, I would be interested in hearing from PPG or the law firm on this issue if we asked them to come in.

MR. THOMPSON. We would like to hear from them. That is a very good suggestion. As a matter of fact, pursuant to your request, we will direct staff to invite Pittsburgh Plate Glass and the law firm to testify.

Mr. Miller?

MR. MILLER. Thank you, Mr. Chairman.

Mr. Chairman . . .

One of the things that concerns me is that as good as this testimony is, it is redundant because this committee is constantly receiving testimony about efforts, in many cases illegal efforts, to prevent unions from organizing various parts of our economic system.

When we had the labor law reform proposal before the Congress it was cleverly sold to many members of the

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"These labor consultants are really playing games with the present existing law. . . . We don't look for anyone to do us any favors. We just want a fair balance."

R. V. Durham
Teamsters Union

Congress that efforts to reform that law, to make it workable and prevent many of these practices, were to provide a one-sided attempt at strengthening the union bargaining position.

I would hope that (after) the deliberations before this committee . . . the members would understand that to leave the labor law in the status quo is to provide a tremendous advantage to those who would want to flaunt the law.

It is very clear, as Mr. Kramer's line of questioning points out, that the advantage of going to court is the economic incentive of not paying increased wages and benefits, that if you can delay that implementation, if you can delay that bargaining for five years, even if you lose, you win.

And you may even at that point have new employees at that facility. You can ask for new elections. You can ask for decertification and you can start all over again.

We heard testimony when I first came to Congress here from the people, I believe, at Monroe Shock Absorber where you go through the procedure and when you finally win, you win the right to start all over again so you can go another 10, 12 or 14 years. So clearly the economics are on this side.

This morning I was reading an article and it pointed out a very interesting fact, that the only segment of the working class in this country that has managed to keep up with inflation and managed to stay abreast of the rapidly increased costs of living in this country have been those segments represented by very strong unions.

So I would suspect that that would send a message to employers who have no interest in seeing their employees keep up with the cost of living, being able to provide for their families. Their only interest is in the political idea that there is no productivity in America.

I would hope that these hearings would lead us back to labor law reform because it is very clear, as quotes are pointed out in the November 17 issue of the Economist Magazine, that a Mr. Fred Long who is apparently a West Coast industrial relations consultant said in one of his high-priced—they have these seminars for company people—and he says, "We don't have anybody from the Labor Relations Board here, do we," as his opening question.

Then he went on to explain how to pay an illegal pay raise in the middle of a union organizing campaign. What happens if you violate the law, he asked? "The probability is that you will never get caught. If you do get caught, the worst that can happen is a second election and the employees lose 96 percent of these elections, so the odds are with you."

I think that points out exactly what is going on in this country. The question here is far more fundamental than labor-management collective bargaining. The question here is whether or not any segment of our country is to flaunt the law, ignore the law, and even decide that it is in their self-interest to run the risks of openly violating the law.

> ***". . . Groups like PPG are not willing to show that kind of responsibility. They once again show the need for labor law reform."***
>
> **Rep. Ray Kogovsek (D-Colo.)**

I think it goes beyond the question of the Congress. I think it goes to the issue of the American Bar Association because it is a question of the canon of ethics, of lawyers, whether or not you can openly advocate to your clients to violate the law of the land.

I think it is a very fundamental issue here of whether or not the law of the land is, in fact, the law of the land. According to recent press, Mr. Ford wanted to know if this was a growth industry. In this article it indicates that the industry as a whole could be spending over $100 million a year on the fees for these kinds of consultants to advise them.

So clearly the law is somehow now being so skewed and being used to the advantage of these companies, their consultants, so as to run the risk, whatever it is worth; economically it has now become in their interest to drag it out as long as they can.

In the old days before I was born I guess the employers used to call out the city cops and beat people up and there was violence. This is much more subtle. This is an issue of getting all dressed up in a $300 or $400 suit and charging people fees which I am sure are business expenses to come and learn how to violate the law.

I don't think it can be tolerated in this country.

MR. FORD. What explains the fact that the Yankee company that deals with a union representing their Yankee employees up North can come into a community in the South, exploit the local people and get the local environment worked into a position where local politicians obviously are participating, and businessmen, in the exploitation of that local work force by the Yankees who come down and make damn fools out of them when up North they are paying union wages and dealing with the union.

What explains the willingness of people in North Carolina to continue to allow their people to be exploited by these Yankees?

MR. DURHAM. I ask myself the same question. Unfortunately, the political situation at present is that, I guess, most Congressmen like to get reelected and keep their jobs, and labor is not strong enough in that State to get equal treatment, so to speak, and I sense that it is getting even worse.

MR. THOMPSON. Mr. Kogovsek?

MR. KOGOVSEK. I will be very brief.

It has all been said by Mr. Kildee and Mr. Miller, that the big corporations, this is a good example of having it both ways; the big corporations, big business beat labor law reform. I think it was their duty in the last couple of years since that defeat to show that business can be responsible and groups like PPG are not willing to show that kind of responsibility.

They once again show the need for labor law reform, and it will be back in front of us, I assume, very soon.

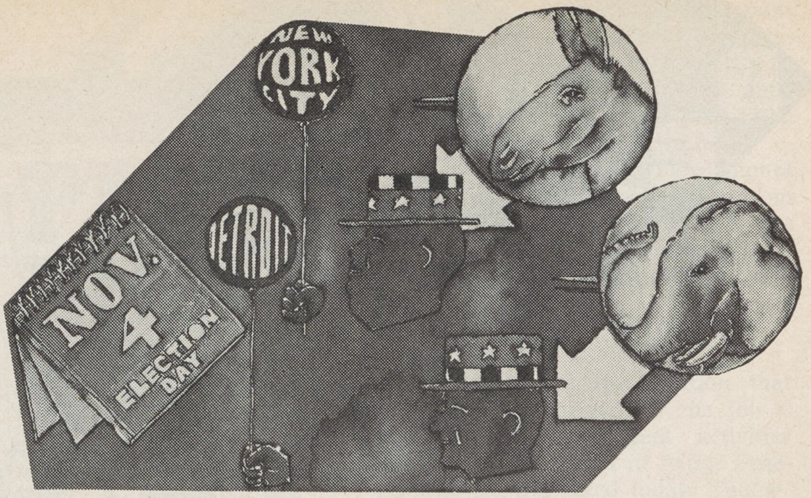
The second point I would like to make, and I won't make the motion this morning until I have talked with you later today, and Mr. Ford, and so on, but it seems to me what has been said this morning is correct, that while we are upset with the irresponsibility of PPG and so on, I think the problem here is one of the irresponsibility of the types of lawyers that PPG has hired, and it seems to me that no respectable firm would, in fact, proceed as this Hogg group has, and it seems to me that I think that this committee ought to at least consider bringing this case or this group of attorneys in front of the American Bar Association, at least as far as their Ethics Committee is concerned, and I will talk with you on that later today.

MR. THOMPSON. Thank you.

Thank you very much, Mr. Durham.

MR. DURHAM. Thank you, gentlemen.

THE 1970s A BAD TIME FOR LABOR



AS TEAMSTERS enter the 1980s, there's one important thing to remember on the legislative front. This is an election year, and we must make the most of it!

To say that the seventies were a good time legislatively for labor would be a lie; never before have working men and women seen so many programs they supported ignored, watered down, butchered and eroded as in the past 10 years by the 91st, 92nd, 93rd, 94th, 95th and 96th Congresses.

It's as though Congress had decided that the desires and needs of 25 million unionized men and women in this country carry no weight anymore—that workers' demands must be subservient to those of the vested interests.

Just consider some of labor's concerns over the past decade and how those legislative goals ended up. In seeking labor law reform, national health care and the common situs picketing amendment, labor met delay after delay, never achieving enactment of *any* of these pieces of legislation.

We won strong safety legislation in 1970 when the Occupational Safety and Health Act was enacted, only to see the Congress try to erode its protections every year since.

In dozens of other areas the battle goes on, with unionized forces winning a skirmish here and a battle there, but seldom the whole war.

Increases in the minimum wage. Tax reform. Defending the public employee's right to strike. Voter registration legislation. Food stamps for strikers. Legislation to make prepaid legal services allowable by law. Social Security reforms. No-fault auto insurance. These were a few of the political footballs that kept Congress busy over the last decade.

On energy legislation, the battle against unemployment and inflation, Davis-Bacon Act amendments, Deregulation of Motor Carriers, productivity standards, and the question of oil industry profits, the war goes on daily even as we enter a new era.

Teamsters' goals haven't changed. The union seeks to provide its members with a reasonable standard of living, a healthful work environment, the minimum necessities they need to survive and an occasional luxury here and there.

What *has changed* is the environment of this country. Bemused by consistently high inflation and growing energy shortages, Americans have fallen into a malaise where they believe they must accept high unemployment, high prices and reduced expectations as penalties for the good life we once led.

A venomous and deadly new force is rising in the land, nurtured by the cautious new conservatism of our citizens. The right-to-workers and union-busters are carrying their message everywhere in this nation, decrying labor and working men and women as the root cause of all that is wrong with our country. "It's because of low productivity . . . 'exorbitant' wages . . . the poor manufacturer's inability to save a couple of dimes for reinvestment . . . repressive safety standards and bureaucratic redtape—that the nation is in such a mess," they declare.

All that sounds good to people so strapped by a stumbling economy that they'd grasp at any supposed answer that sounds reasonable.

But those are not the facts!

Actually working men and women are struggling harder than any other segment of this society to stay afloat, and they are hit hardest when the oil companies raise their prices or the Federal Reserve Board raises interest rates and home mortgages cost more or food prices rise for another month.

So, while Americans are pitching in to help in this battle to make our economy work and help it get back on its feet, Teamsters can rest assured that the International Union and all affiliates will be working for you, especially in the Congress.

It is there that the most damage can be done to you, and it is there that the International Union will concentrate its efforts. The union's goal is to make the next decade a much better one for its members and all working men and women. Together, we can realize that dream.

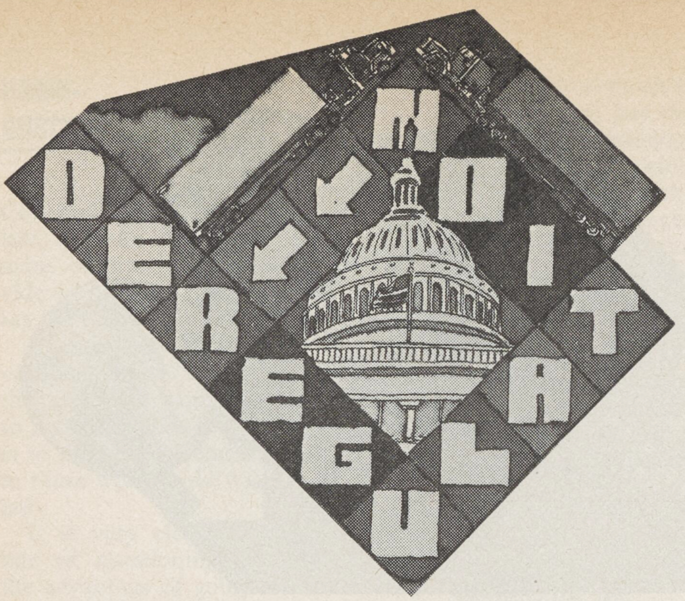
DEREGULATION

Nineteen seventy-nine began with an Interstate Commerce Commission move to deregulate the trucking industry through its rulemaking authority. The ICC took several major steps in this direction.

Despite the fact that Congress was considering the issue, the ICC continued to make major policy changes to the motor carrier regulatory system.

On October 22, 1979, Senator Howard Cannon (D-Nevada) warned the ICC not to make any further changes toward deregulation until Congress reviewed the problem. Cannon promised that Congress would arrive at a comprehensive policy by June, 1980. The ICC agreed to hold off until that time.

In the meanwhile, Senator Birch



Bayh (D-Indiana) successfully sponsored an amendment to the appropriations bill for the Department of Transportation and related agencies. The amendment serves to prohibit any money to the ICC for the purpose of implementing any permanent changes to the regulatory structure of the trucking industry.

Although this was a small victory for the Teamsters in one of many skirmishes in the war against deregulation, in coming months some major battles over this issue will be ensuing. Teamsters need to marshal their forces for the fight ahead in favor of S. 1497, which reflects the position of the International Union on this important matter.

CRIMINAL CODE BILL—PICKET LINE ACTIVITIES

The Senate Judiciary Committee has reported S. 1722, the Criminal Code Reform Bill.

Of particular interest to labor is the Extortion section. S. 1722 proposes to amend the Hobbs Act by reversing the Supreme Court decision, *Enmons* v. *United States*. This conceivably would make every act of violence or property damage in a labor-management dispute a federal offense.

The current interpretation of the law is that any picket line violence or property damage is not extortion where the circumstances giving rise to such conduct are part of a goal of obtaining legitimate collective bargaining benefits. Such activity is prosecuted under state or local statutes but not under the Federal extortion statute.

Labor sought to retain current law in this area. Senator Leahy (D-Vermont) sponsored and carried the amendment to preserve current law. It passed by a 9-to-5 vote. Unfortunately, due to heavy pressure from the Committee, Chairman Edward Kennedy and the Republicans, Senator Leahy's efforts were overturned.

It is very important that we resolve this question on the House side because the Senate passed the bill last year. At this time, the House Subcommittee on Criminal Justice is conducting hearings on this most important matter.

The Teamsters will continue their efforts to retain current law in the area of labor disputes.

TRUCK SAFETY

S. 1390, the Truck Safety Act, has been reported by the Senate Commerce Committee. This bill would substantially improve the enforcement of motor carrier safety regulations and give the driver added protection in his disputes with his employers over driving unsafe equipment.

The bill reported by the Committee is not as strong as the Teamsters Union had hoped. Your representatives will be working to restore provisions they feel are essential.

Similar legislation has been introduced in the House. No action has been taken.

HOUSEHOLD GOODS TRANSPORTATION ACT OF 1979—S. 1798

The Senate Committee on Commerce, Science and Transportation marked-up and reported S. 1798. The bill concerns itself primarily with interstate household goods carriers.

The International felt that the bill needed to be amended in two areas: (1) *Burden of obtaining operating authority*; and (2) *An obligation of a carrier to provide service to its customers.*

The Teamsters Union asked the Committee to tighten entry provisions which appeared in the bill. A carrier must be able to prove both a need and an ability to serve that need. In addition, given the fact that independent owner-operators often violate safety rules in pursuit of economic reward, the union is deeply concerned at the prospect of anything that will throw open the highways to unnecessary and unsafe equipment and unsafe drivers.

In the area of carrier responsibility, the IBT is of the opinion that carriers who enjoy the benefits of operating authority owe a commensurate obligation to fulfill reasonable requests for service within the scope of authority they have been granted. Carriers should be able to provide service only as long as they fulfill their responsibilities to the public.

DAVIS-BACON ACT

With many other labor defeats to its credit, big business took the offensive in 1979, making one of its key targets elimination of the wage protections of the Davis-Bacon Act, which requires payment of prevailing wages for work on federally financed construction. Davis-Bacon discourages cutthroat contract bidding based on paying low wages.

Davis-Bacon withstood several challenges in both the House and Senate. Attempts to exempt federally funded construction projects from the wage protection provisions of the Act were defeated by very close margins. Teamsters can expect renewed pressure from anti-labor forces in 1980 and for the balance of the 96th Congress.

H.R. 3904 - S. 1076—AMENDMENTS TO ERISA

This legislation is an attempt to correct shortcomings and mistakes in this legislation, originally enacted in 1974.

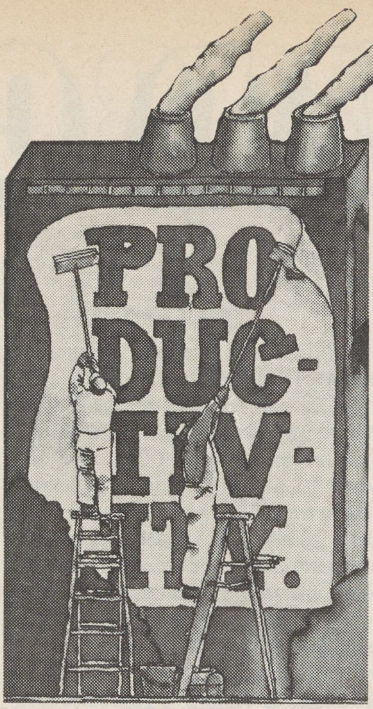
The International Brotherhood of Teamsters' basic problem with the legislation is with a proposed increase in insurance premiums for multi-employer pension plans to the Pension Benefit Guaranty Corp., to $2.60 per person per year in the House version or a potentially larger increase in the Senate version.

Obviously, many of the provisions of this legislation concern our membership. The bill has not yet been reported, but the House committee is expected to finish mark-up and report the bill in the near future.

In the Senate, hearings are being planned on a similar bill, S. 1076.

SOFT DRINK TERRITORIAL FRANCHISING

The Federal Trade Commission has



ruled that territorial franchising agreements in the soft drink industry are illegal. This decision will severely affect small franchise operations. Our members employed by bottlers and local distributors will also suffer.

S. 598 would reverse the FTC decision and allow territorial franchising where there is substantial and effective interbrand competition.

S. 598 was reported by the Senate Judiciary Subcommittee on Antitrust. Similar legislation H.R. 3567, is pending in the Judiciary Committee.

Legislation should pass the Congress in this session since both measures have strong bipartisan support. Many legislators have heard from their constituents back home on this issue.

RELIGIOUS EXEMPTION TO UNION MEMBERSHIP

H.R. 4774 would allow an individual in any industry who belongs or adheres to the beliefs of a religion that has traditionally held objections to joining or financing labor organizations to refuse to pay union dues or initiation fees. Such a person must make an equivalent contribution to an approved charitable organization.

Your International Union cannot support any wholesale exemption from paying dues and fees. H.R. 4774 has been reported by the House Education and Labor Committee.

FRINGE BENEFITS TAXATION

The IRS takes the position that every benefit received on the job is taxable. Its most recent activities have been in the area of fringe benefits that are not taxed today. That is, the IRS wants to tax the value of such items as: employee parking, airline employee ticket price discounts, sales employee discounts, etc.

The Teamsters oppose the IRS and have supported H.R. 5224 which would prohibit the I.R.S. from taxing any benefits it does not tax presently. This legislation will hold the IRS off until December 31, 1980. This will give Congress an opportunity to review the situation.

The House and the Senate have passed the bill.

CRISIS IN LEADERSHIP
UNEMPLOYMENT
JOBS
UNION BUSTING
STOP
COAL
ENERGY
SYNFUEL
NUCLEAR
FOSSIL
ECONOMY

AHEAD OF US:

WHAT'S IN THE GAME PLAN FOR AMERICA?

AS TEAMSTERS TAKE a big step into the 1980s this month, it's a good time to look at what lies ahead for workers in the months and years ahead.

Inflation, energy shortages, wage-price controls, high mortgage rates, lagging construction starts, high unemployment—these were the cornerstones around which Teamsters built their goals and expectations in the last few years. It would be folly to assume that any of these problems will go away in the near future.

But what about a prognosis—for 1980, 1981 and the years to follow.

Will our economy be mired so deeply in stagflation and recession that our lives will be seriously altered for years to come, or are there potential solutions to lift us out of our dilemma and offer promise for the future. In the next 10 or 20 years, American life is in for many dramatic changes.

Jobs, politics, housing, crime, the role of women, the elderly—all will be deeply affected.

If current trends are any indication, it will be a good time to be a child. It will also be a good time to be retired. But it will be a tough period for those in their working years, who will have to pay the bills.

As the United States moves into the 21st century, adults will have a 3-to-1 edge over youngsters. In 1960, they outnumbered children under 15 by 2 to 1.

Already, as 1980 begins, a shift is taking place in population trends. The nation's most productive age group—from 20 to 64—has swollen in number and will continue to do so for the next several years as the children born in the "baby boom" years come of age.

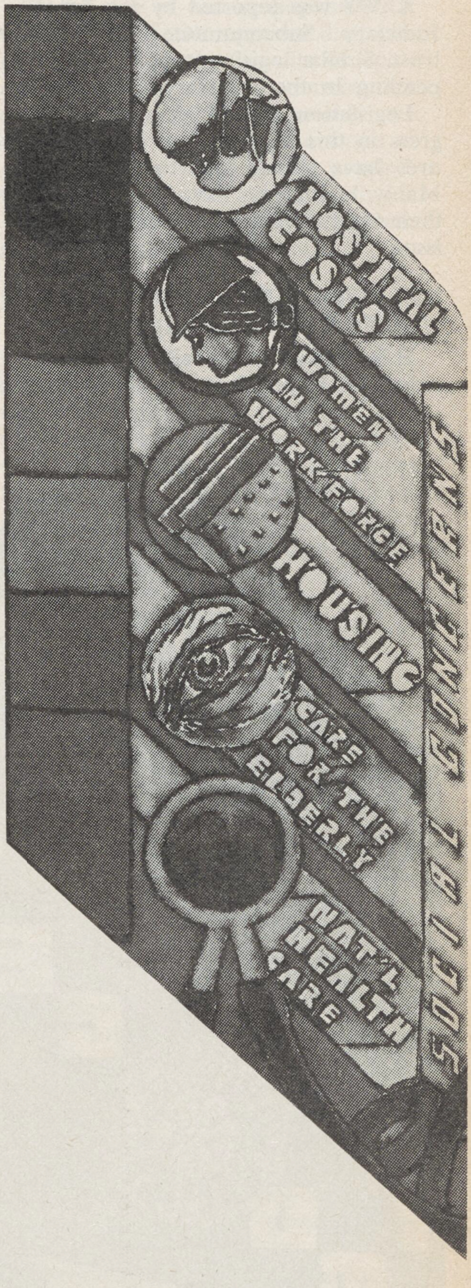
The population of working age will be increasing at a gradually slower pace as we move into the 1980s.

Soon, for the first time since 1955, there will soon be more Americans over 30 than under, and their majority will grow as the century nears its end.

Largely because the baby-boom generation (mid-1940s to early 1960s) didn't build families as fast as their parents did, demographers now expect the U.S. population to be much smaller by the year 2000 than once anticipated, and have downgraded their projections to the 260 million range from about 220 million as we begin 1980.

If these projections are on the mark, the growth in population won't overwhelm the country, as it threatened to do as the seventies began, but will cause some problems of adjustment caused by an uneven age spread among people.

The most dramatic population change during the 1980s, according to projections by the Bureau of the Census, will be a very sharp decline in both the number and proportion of youths in our society. This development, which is in sharp contrast to the rapid increase in the number of youths during the past decade, is an inevitable consequence of the sharp drop in the birth rate during the 1960s)



Thus, young children and teen-agers together will decrease. Elderly people —most of them retired—will increase. Specifically, we'll see the relatively small generation of children born during the depression of the 1930s, followed by the huge baby-boom generation and then another relatively smaller generation.

THE 1980S

Changes in our culture because of this phenomenon will be many.

THE JOBS MARKET

In the 1980s, there are going to be more people than ever seeking employment. And there will be fewer young people coming up to be bossed.

While the growth in the adult population and new families should result in an expanding economy, competition will be brisk for good jobs and rapid advancement. The opportunity to switch to another job, gain advancement, or reeducation for other areas may be limited in this new competitive era.

A RUSH FOR HOMES

With baby-boom couples marrying later and having smaller families, the family of the 1980s and 1990s probably won't be looking for the large, spacious homes sought a generation earlier. In fact, if interest rates continue rising, more and more Americans may find themselves living in large cities where condominiums, townhouses and apartments will dominate life.

Scaled down expectations and high housing costs will determine the size of home bought by those still opting for suburban or rural lifestyles in the next few years.

WOMEN IN THE WORK FORCE

There will be more women entering and staying in the labor force than ever before, prompted by a sharply declining birth rate, increased employment opportunities, and higher salaries for women, a family's need to keep up with inflation by having two wage-earners and changing social attitudes about sexual roles.

Already, we have seen the blossoming of this trend. In 1977, for example, nearly half of all women worked. Currently it is projected that by 1990, 11 million more women will join the work force, including two of every three American mothers.

And this exodus of women from the home to the workplace is expected to continue. As more and more women enter the jobs market, competition will be intensifying for jobs at all levels.

A CHILD'S LIFE

Census Bureau projections show that school enrollments from elementary through college are likely to remain relatively stable between now and the year 2000, so that the nation won't have the economic drain of providing vast numbers of new classrooms as it did in the 1950s and 1960s, although as American society becomes increasingly mobile, there may be need for schools in new areas.

Over the next 25 years, there will be a surplus of teachers and trained professionals available to teach the nation's young. Thus, America may finally see a redirection of its educational priorities and a major effort to elevate the quality of education from nursery school to graduate school. The result should be an adult population far better educated than those of 1980.

Children of the 1980s will probably find their schools uncrowded, jobs plentiful and life relatively easy, since they will be in the minority.

MORE FOR THE ELDERLY

For the elderly in coming years, life will probably change markedly.

Already, Americans are retiring younger, in better health and with better incomes than in the past. With their children grown, and often living far from home, senior citizens won't have the need to "stay put" once so common.

If current population trends hold true, the number of people in the U.S. over 65 will increase in the next few years but not enough to make their lives difficult. When the tremendous baby boom generation hits retirement age, Social Security and our pension systems may face change, but until then, things should remain fairly stable.

Perhaps one of the biggest problems for the elderly will be the tremendous difference in life expectancy between American men and women. By the year 2000, it's not inconceivable that there could be 50 percent more women than men over the age of 65, a prospect that is already arousing interest among those involved in targeting programs for the aged.

One popular option probably will be an increase in communal activity, whether through retirees' homes or social groups or living arrangements. With a "with-it" set of senior citizens, even the government is coming up with novel programs such as the U.S. free-lunch program and others to encourage mixing and get seniors out. This trend will probably continue.

POLITICS: RIGHT OR LEFT?

In the next 20 years, the nation's median age will rise steeply, from 28.8 years in 1975 to 31.1 in 1985 to 34.8 in 2000.

And where America today has seen a swing to conservatism among its citizens, this generally cannot be presumed to be the way our nation will go as it ages.

Children of the baby boom hold the key to the future, say many futurists. Although they were the explosive radicals and flower children of the sixties and seventies, there is no predicting how they'll feel as they age. Certainly, Vietnam and Watergate have altered many of their ideals and given them a liberal dose of reality, but should they return to these ideals later in the century, there could be a resurgence of social programs and the development of a welfare state similar to those of Western Europe today.

OUR WORLD

As today's problems with Iran and the Middle East amply demonstrate, the United States will always have worries on an international scale to contend with. Should American dependence on foreign resources continue unabated, an unlikely event, problems could occur, but presumably we'll deal with most problems as they arise.

So the country finds itself entering a period in which there will be more people to work—and to keep at work. More people will buy goods, crowd our cities, highways, recreation areas and all places where people live. More will seek retirement benefits and homes—and need medical assistance.

But also there will be fewer to educate, and to fill the teenage unemployment rolls. Life in the 80s and 90s can be what we make of it, but we need to set our sights now and begin working to build the kind of society we want.

Jobs in the Eighties

EXPERTS cannot agree on the outlook for the world of work during the 1980s in the United States.

There are those who believe the decade will become a dog-eat-dog scramble for jobs and survival.

Others contend it will be a period of relative calm in the work force.

It appears more than a good bet that meaningful work opportunities will continue to dwindle even as better-trained candidates for those jobs increase in number.

The trend is definite that service work will increase in numbers while nearly all other categories of work will decline by comparison.

Recent history seems to insist that sociological forces will become more and more at the core of any workplace conflict in the next 10 years.

Most disturbing of all is the alarming growth of a new two-headed monster: The rising costs of inflation and energy that are capable of wrecking America's standard of living no matter how many people work or what they earn.

Inflation-energy questions are plaguing all planners today.

Some basic facts show the rapidity with which change can arrive in the world of work under even somewhat normal conditions. Take, for example, the factor of women in the work force.

Only one-fourth of all women in the U.S. worked in 1940. The figure increased to a third by 1960. As the country steps into 1980, more than 50 percent of the nation's women hold jobs. Maybe two-thirds or more will be working by 1990. Nobody really knows.

Take the size of America's work force.

It will surprise many to learn that the total civilian work force in the U.S. today numbers 100 million people. (That was nearly the nation's entire population in 1920.) Six million are unemployed.

About 8 percent of the 100 million, according to the Labor Department, have been added to the total in only the past five years.

In the U.S. today there are 11 million part-time workers 20 years and older (add another 4.5 million if including teenagers), and an estimated 5 million moonlighters toiling at more than one job.

THE LABOR Department expects America's work force to increase by at least 23 million jobs between 1980 and 1990.

The crystal ball numbers are not locked in, however.

All it takes to make a cataclysmic change in the figures is: A new invention of socio-economic significance; new technology of production, marketing or distribution; new financial values or management; new government policy, or—you name it. While naming it, remember that what the rest of the world does has an effect upon the United States, too.

Important to every one of us, though not statistically decisive, is a threatened alteration of the American dream in the next 10 years.

Whereas in the past most American wage earners have devoted themselves to gaining housing, food, clothing, an auto and education for the kids—now there is a new, unwelcome addition to the family: The two-headed monster of inflation and energy prices.

The same monster promises to alter the dream of American business managers as well, the dream that goes, "more profit at less cost."

Small wonder that many analysts are referring to the job future of the next 10 years as a "shaky" one.

Among the reasons are a national economy that progresses slower and slower, a clamor for equity by women and minorities, an aging populace, more immigrants both legal and illegal, and what Thomas Hayes of the New York *Times* has identified as "a fundamental shift in values . . . that could further stretch and warp the nation's social fabric in the next decade."

MOST EXPERTS ARE FORECASTING MAJOR CHANGES IN THE WAY AMERICANS WORK

James Kuhn, a labor economist at Columbia University, would add another reason: Growing conservatism in the control of both business and government. Kuhn predicts a "very abrasive period" coming up in employment. He believes there will be "sharp political conflicts between the haves and have-nots to a point we haven't seen since the Great Depression."

Already there have been violent struggles in Texas between Vietnamese and Chicano workers competing for menial, low-paying work.

In considering America's unwieldy political machinery for handling such conflict, Daniel Yankelovich, a social analyst, fears that "we will probably drift into the future, refusing to make any but small patchwork adjustments."

Yankelovich believes: "The competition for jobs will become fiercer and perhaps even vicious, with young people, blacks, women and old people pitted against each other for second-rate jobs."

Not everyone agrees with these men, of course.

THERE are those who think the supply of labor—certainly the number of younger workers—will wane in the 1980s. This, in turn, will improve career opportunities. There is a consensus, too, that shortages will develop in skills.

Some phenomena are expected.

Eli Ginzberg, a noted manpower expert, anticipates what he calls "the professionalization of the labor force" as a result of a tremendous influx of highly educated workers.

If true, the efficiency and productivity of the economy could be expected to improve. Which, in turn, would pose the question: Would this efficiency and productivity damage overall employment totals?

An anticipated slowdown in world economic growth—not just a U.S. slowdown—is one of the most ominous signs in terms of future employment.

Officials of the Organization for Economic Cooperation and Development (of the world's leading industrialized countries) recently reviewed a gloomy forecast. They were told that next year the real growth will slow to 1.5 percent among the 24 nations involved. A year ago, 1979's growth was forecast at 3 percent—but has failed to measure that high.

Advancing technology is considered the main reason for the slowdown that has been a steady trend over the past two decades.

For example, plastic components have replaced steel in a great many manufactured items. Steel manufacturing becomes depressed and a new pocket of joblessness threatens to appear.

Now, even more steel loss is promised as auto makers the world over begin the switch to aluminum alloys to try and reduce weight in their products so as to gain better gasoline mileage.

PARTLY because of technological change, "redundancy planning" is a new phrase you probably will be reading more about in the coming years. In fact, the recent Chrysler Corporation crackup has brought the subject to the fore in big capital letters.

"Redundancy planning" is a method of anticipating structural and technological change in the economy so that workers—expected to lose their jobs—can be retrained and fitted to new work. In a broad sense, labor unions have been making this demand but employers generally have fought the idea.

Peter Drucker, an oft-quoted social scientist, has said neither business or government are prepared for the coming changes; that they will have to start singing the tune of redundancy planning before American business can remain competitive and profitable in the future.

Drucker notes that there is usually a two-year lead time between the identification of a redundancy situation and the actual closing of a plant or a technological innovation that will decrease the plant's work force.

He said recently: "We need to find new employment opportunities for people likely to be laid off, retrain them and then place them."

Manpower training has been a policy for some 30 years in the United States but its aim has been mostly to uplift those who are jobless in the beginning. The effort has never been addressed to a situation like Chrysler, for instance, where nearly 100,000 jobs might vanish in an instant some day.

Japan and Sweden have succeeded in making "redundancy planning" operate on a large scale only because the leadership was exercised by management—not government.

Drucker claims American corporate leaders must take the responsibility in this area. If they fail to do so, says Drucker, "the fears of some very small groups may prevent American businesses from making the structural and technological changes that our population shifts and our technological opportunities demand."

Employers generally have shown no inclination to search sincerely for true answers to employment problems that plague them as well as working people.

Instead, employers, puzzled by worker dissatisfaction in recent years, have tried to push the idea that the "quality" of work is the source of all problems in the work force when actually it has been lack of higher income that really breeds great dissatisfaction.

Such policies—or lack of them—make no contribution toward finding answers to employment problems of the next decade.

An estimated 15-million blacks, Spanish-Americans, and other minorities have long led the parade of unemployment statistics. Nowhere is there a sign that this unfortunate circumstance will alter dramatically.

Meanwhile, a new and growing minority group has pushed onto the list. That is the estimated nine million Americans over the age of 65 who seek work.

They seek jobs because thousands of retirees find that inflation is too tough a foe for their pensions to overcome. So they try to reenter the work force but find the doors closed behind them.

AT the same time, thousands of older workers delay retirement because they recognize in advance the threat of inflation to their potential pensions.

Currently there are 65 million Americans over the age of 45. The number increases every year and they all grow older every year. By the year 2000, it is believed, older people will total 80 million in the U.S.

Employment in the next decade is not only a matter of jobs. It also is a matter of the workweek.

There are numerous plans being devised to alter the workweek in some manner and more of them are being thought up each month. Most plans seem to be a convenience for management in some respect rather than a producer of new jobs.

There is the "compressed workweek" of four days or even three days. The initial result is a violation of the 8-hour workday fought for so long by unions. Also, workers are simply turned loose to compete for part-time jobs with the hope of getting some extra cash.

The net result is that somewhere along the way there is a real loss of one job or more to the employment listings stared at by job-seekers.

"Flexitime," in which workers set their own work schedules to meet a specified total of hours, is gaining in popularity in certain industrial areas, particularly Europe. Again, the employee is free to moonlight.

"Job sharing," "work sharing," and variations of these plans in which two or more people share the same task are constantly being tried. Employers usually like such plans because they have the effect of reducing the payroll; thousands of American retirees labor under such plans.

GEOGRAPHY certainly will be an important factor in the American job market during the coming decade. More manufacturing plants are running southward to the so-called right-to-work states that inhibit unionism. Simultaneously, the population is moving in every direction except east.

The hunt for energy sources certainly will cause a big shift in population. A heavy area of growth is anticipated, for instance, in a belt paralleling the east side of the Rocky Mountains as coal is skimmed from the plains.

So what is the answer for young Americans who will be entering the work force in 1980? For that matter, what is the answer for experienced workers forced to find new jobs?

It is a very old bromide but successful job-hunting probably always will depend largely upon the individual being in the right place at the right time with whatever talent is needed by the employer.

Counselors and placement specialists emphasize a few pertinent generalities such as:

—Analyze your strengths and skills and seek employment where they will come into play.

—If possible, plan a career and search for work in that direction.

—Avoid, if convenient, taking the first job that comes along just because it offers an income acceptable for the moment.

The International Brotherhood of Teamsters also would advise: Join a union when the opportunity arises.

WHERE THE

Listed are job prospects through the mid-1980s based upon data of the U.S. Bureau of Labor Statistics. The number following the job title

Service Workers

CLEANING-SERVICE WORKERS	20.2
Building-Interior Cleaners	28.6
Lodging Cleaners	78.5
FOOD-SERVICE WORKERS	24.1
Bartenders	18.8
Cooks (except private)	26.6
Dishwashers	16.7
Food-Counter, Fountain Workers	35.2
Waiters	19.5
HEALTH-SERVICE WORKERS	42.3
Dental Assistants	47.8
Health Aides (except nursing)	52.9
Nurses Aides, Orderlies	35.0
Practical Nurses	54.6
PERSONAL-SERVICE WORKERS	26.4
Flight Attendants	79.3
Baggage Porters and Bellhops	—6.2
Barbers	1.6
Bootblacks	—54.6
Child-Care Workers	62.7
Elevator Operators	—25.6
Hairdressers, Cosmetologists	16.7
Housekeepers (except private)	11.6
PROTECTIVE AND SERVICE	33.1
Firefighters	23.8
Guards	36.0
Police and Detectives	37.6

Clerical Workers

SECRETARIAL	33.3
Secretaries, Legal	50.0
Secretaries, Medical	80.3
Secretaries, Other	37.3
Stenographers	—22.0
Typists	20.0
OFFICE-MACHINE OPERATORS	—0.1
Bookkeeping, Billing Operator	27.5
Calculating-Machine Operator	18.8
Computer, Peripheral Equipment	18.0
Keypunch Operators	—26.8
OTHER CLERICAL	28.9
Bank Tellers	21.3
Billing Clerks	47.5
Bookkeepers	12.6
Cashiers	30.5
Collectors, Bill and Accounts	25.0
Counter Clerks, Except Food	23.8
File Clerks	19.0
Library Attendants, Assistant	17.5
Mail Carriers, Post Office	0.1
Postal Clerks	—11.0
Real-Estate Appraisers	28.7
Receptionists	27.5
Teachers' Aides	54.4
Telegraph Messengers	—50.0
Telegraph Operators	—29.3
Telephone Operators	0.3

Operatives

OPERATIVES (EXCEPT TRANSPORT)	18.8
Semiskilled Metalworking	20.6
Grinding Machine	—1.5
Lathe, Milling Machine	26.5
Solderers	—24.9
Welders and Flame Cutters	26.4
OTHER OPERATIVES	17.7
Assemblers	33.3
Dressmakers, Except Factory	—12.0
Garage Workers, Station Attendants	4.9
Meatcutters, Butchers	6.4
TRANSPORTATION OPERATIVES	11.4
Bus Drivers	—5.7
Delivery and Route Workers	11.9
Parking Attendants	6.3
Taxicab Drivers, Chauffeurs	0.0
Truck Drivers	13.5

Sales Workers

Advertising Agents	30.6
Auctioneers	1.6
Demonstrators	6.7
Insurance Agents, Brokers	18.6
Newspaper Carriers and Vendors	—19.4
Real-Estate Agents, Brokers	27.5
Stock and Bond Sales Agents	15.4

Crafts and Kindred Workers

CONSTRUCTION CRAFTS WORKERS	30.0
Carpenters and Apprentices	24.5
Brick and Stonemasons, Apprentices	18.1
Bulldozer Operators	49.6
Electricians and Apprentices	24.3
Painters and Apprentices	21.3
Paperhangers	50.0
Plumbers, Pipefitters and Apprentices	38.0

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indicates the expected percentage growth in the 1980s; if the number is preceded by a minus sign it indicates the percentage of decrease.

- METAL-CRAFTS WORKERS **18.3**
  - Machinists and Apprentices **16.8**
  - Sheetmetal Workers and Apprentices **24.9**
  - Tool and Diemakers, Apprentices **17.1**
- MECHANICS, REPAIRERS, INSTALLERS **19.9**
  - Air-Conditioning, Heating, and Refrigeration Mechanics **60.2**
  - Aircraft Mechanics **25.5**
  - Auto-Body Repairers **15.0**
  - Auto Mechanics and Apprentices **16.0**
  - Heavy-Equipment Mechanics **13.5**
  - Household-Appliance Mechanics **19.5**
  - Radio, Television Repairers **31.6**
- PRINTING-TRADES WORKERS **3.9**
  - Bookbinders **6.3**
  - Compositors and Typesetters **—7.9**
  - Photoengravers, Lithographers **23.1**
  - Pressmen and Apprentices **11.5**
- OTHER CRAFTS, KINDRED WORKERS **11.5**
  - Bakers **—1.5**
  - Cabinetmakers **7.5**
  - Crane, Derrick, Hoist Operators **25.8**
  - Decorators, Window Dressers **23**
  - Jewelers and Watchmakers **9.1**
  - Shoe Repairers **—4.0**
  - Tailors **4.2**

Managers, Officials, and Proprietors

- BUYERS, SALES, LOAN MANAGERS **35.2**
  - Bank, Financial Managers **41.2**
  - Credit Managers **13.2**
  - Buyers, Wholesale, Retail **39.8**
  - Purchasing Agents, Buyers **34.9**
  - Sales Manager, Retail Trade **31.7**
  - Other Sales Managers **32.9**
- ADMINISTRATORS, INSPECTORS **22.8**
  - Health Administrators **45.0**
  - Officials, Administrators, Public **20.8**
  - Postmasters, Mail Supervisors **—8.3**
  - College Administrators **15.9**
  - School Administrators **16.2**
- OTHER MANAGERS, OFFICIALS **17.6**
  - Funeral Directors **0.0**
  - Building Managers, Superintendents **36.7**
  - Office Managers **39.6**

Professional, Technical, and Kindred

- ENGINEERS **22.9**
  - Aero-Astronautic **12.7**
  - Chemical **18.4**
  - Civil **21.6**
  - Electrical **21.1**
  - Industrial **25.6**
  - Mechanical **19.3**
  - Metallurgical **27.2**
  - Mining **44.3**
  - Petroleum **37.3**
  - Sales **18.7**
- LIFE AND PHYSICAL SCIENTISTS **25.8**
  - Agricultural **27.5**
  - Atmospheric, space **7.2**
  - Biological **34.9**
  - Chemists **20.5**
  - Geologists **42.5**
  - Marine **26.8**
  - Physicists and Astronomers **15.8**
- MATHEMATICS SPECIALISTS **25.9**
  - Actuaries **23.9**
  - Mathematicians **34.0**
  - Statisticians **23.0**
- SCIENCE TECHNICIANS **25.9**
  - Agricultural, Biological (except health) **6.5**
  - Chemical **12.7**
  - Drafters **28.2**
  - Electrical, Electronic **21.4**
  - Industrial Engineering **29.7**
  - Mathematical **49.0**
  - Mechanical Engineering **24.0**
  - Surveyors **38.9**
  - Engineering, Science **11.7**
- MEDICAL WORKERS **33.1**
  - Chiropractors **30.1**
  - Dentists **18.4**
  - Dietitians **13.6**
  - Optometrists **17.8**
  - Pharmacists **14.8**
  - Physicians, M.D. Osteopaths **36.6**
  - Podiatrists **12.7**
  - Registered Nurses **35.4**
  - Therapists **47.3**
  - Veterinarians **29.2**
  - Clinical Laboratory Technologists **42.8**
  - Dental Hygienists **118.9**
- TECHNICIANS (EXCEPT HEALTH) **32.2**
  - Airplane Pilots **30.4**
  - Air-Traffic Controllers **32.9**
  - Flight Engineers **31.2**
  - Radio Operators **30.7**
- COMPUTER SPECIALISTS **27.3**
  - Computer Programmers **25.1**
  - Computer Systems Analysts **30.5**
  - Other Computer Specialists **30.4**
- SOCIAL SCIENTISTS **30.1**
  - Economists **26.9**
  - Political Scientists **22.7**
  - Psychologists **33.8**
  - Sociologists **28.2**
  - Urban and Regional Planners **41.1**
- TEACHERS **3.7**
  - Adult-Education Teachers **33.9**
  - College and University **3.0**
  - Elementary School **9.8**
  - Preschool, Kindergarten **25.0**
  - Secondary School **—11.3**
- ENTERTAINERS AND OTHER ARTISTS **15.6**
  - Actors **13.7**
  - Athletes and Kindred Workers **13.1**
  - Authors **—3.3**
  - Dancers **22.2**
  - Designers **20.4**
  - Editors and Reporters **23.8**
  - Musicians and Composers **17.8**
  - Painters and Sculptors **4.1**
  - Photographers **9.7**
  - Radio and Television Announcers **29.8**
- OTHER PROFESSIONAL, TECHNICAL **18.6**
  - Accountants **19.1**
  - Architects **52.2**
  - Archivists and Curators **6.4**
  - Clergy **5.4**
  - Religious, Except Clergy **11.0**
  - Foresters, Conservationists **14.5**
  - Judges **6.8**
  - Lawyers **18.9**
  - Librarians **11.2**
  - Operations, Systems Research **31.9**
  - Personnel, Labor Relations **31.9**
  - Research Workers **—22.3**
  - Recreation Workers **20.8**
  - Social Workers **29.7**
  - Vocation, Education Counselors **18.6**

Farm Workers

- FARMERS AND FARM MANAGERS **—33.1**
  - Farmers (Owners and Tenants) **—34.6**
  - Farm Managers **56.0**
- FARM LABORERS, SUPERVISORS **—35.2**
  - Farm Supervisors **—12.9**
  - Laborers, Wage Workers **—43.3**
  - Laborers, Unpaid Family **—15.3**

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

NO MORE STALLING! DRIVERS NEED REPORT REGS.

The Department of Transportation is currently considering a further delay in implementing its new inspection, repair and maintenance regulation. In a strongly worded letter to the Bureau of Motor Carrier Safety (BMCS) Director Robert A. Kaye, IBT Safety and Health Director R. V. Durham put the Teamsters on record as opposing any further delay.

The new regulations, which include a requirement that the last vehicle inspection report be carried on the power unit and reviewed by the next driver, were originally to have taken effect August 31, 1979, (*International Teamster*, August, 1979). At that time, BMCS granted a four-month extension of the effective date, "to permit depletion of current stocks of vehicle condition report forms." That extension was granted over IBT protest.

The present effective date is now December 31, 1979. BMCS has been petitioned by the trucking industry to *again* delay the effective date of these regulations, and to substantially amend portions of the regulations dealing with the vehicle inspection report. Specifically, the industry wants the regulation to require the last vehicle inspection report be "made available" to the next driver, rather than be placed on the power unit as is required by the new regulation in its present form.

Durham's letter pointed out that to adopt such a change would severely undermine the effectiveness of the entire regulation. Drivers are assured access to the report when it is carried on the power unit. If it is kept in the dispatcher's office or in the garage, drivers may have difficulty in seeing a copy of the report. As Durham's letter stated, "Waiving the requirement that the report be carried on the truck creates too many loopholes and excuses for the unscrupulous carrier to use in keeping the report out of the driver's hands."

In addition, the IBT letter drew attention to a report on maintenance and its effects on accidents, prepared for the Department of Transportation, which specifically recommended that inspection and maintenance records should be carried on board the vehicle. The report states, "Currently the driver is required to carry and furnish evidence of his fitness to drive, and have it updated. Therefore, why not require evidence of the fitness of the vehicle?"

The IBT letter dealt in detail with specific aspects of the industry petition, but the Teamster position was best summed up by a statement made early in the letter, "We petitioned your agency on June 4, 1976, for such a regulation and we believe forty-three months is entirely too long to wait . . . We can ill afford any further delay on this important rulemaking and urge you to allow this rule to go into effect on January 1, 1980." If BMCS follows this Teamster advice, 1980 will be a safer year for all who use our nation's highways.

SAFETY ON THE JOB SITE

Every industry has its own unique set of safety and health hazards, and the construction industry is certainly no exception. In light of this fact, Warren W. Morse, safety and health coordinator for the Western Conference of Teamsters, led a group of Teamsters who attended a recent seminar on Cancer Hazards in the Construction Industry.

The seminar, jointly sponsored by the Building and Construction Trades Department, AFL-CIO, and George Washington University Medical Center, brought together occupational health specialists from around the country to discuss various aspects of workers' exposure to cancer-causing agents and other health hazards in construction related occupations.

The extent and nature of Teamster exposure to such hazards was described during Morse's participation in a panel discussion on Worker-Employer Roles and Responsibilities. Morse told the group how Teamster drivers encounter exhaust fumes, noise and heat while driving construction vehicles; are exposed to asbestos fibers while delivering and handling materials containing the mineral; and are also endangered while hauling explosives and other construction demolition materials. These and other topics were explored as representatives of other unions detailed the types of hazards their members face.

The seminar proved to be rewarding, as it allowed labor leaders to discuss these hazards with representatives of OSHA and the medical community. Meetings of this nature allow more effective enforcement of the regulations protecting workers from cancer-causing agents in the workplace.

MORE ON TRUCK SAFETY

In recent years truck-related fatalities have increased at an alarming rate, and vehicle inspection results show that an increasing number of trucks using our nation's highways are traveling in an unsafe condition.

In an effort to reverse this trend, the National Highway Traffic Safety Administration (NHTSA) began a new program aimed at improving the safety of heavy duty trucks.

The first step in that program was the public Heavy Duty Truck Safety Meeting, September 10th and 11th, which brought together a highly qualified panel of government, manufacturer and truck representatives to hear drivers from around the country address the problems of heavy truck safety. (*International Teamster*, October, 1979.)

The September meeting was an effort to define the problems, using the knowledge and experience of the people who know heavy trucks best—the drivers. Now that this task has been completed, NHTSA is moving forward by calling together the members of the panel (which includes several Teamster representatives) to discuss specific solutions to the problems raised.

IBT Safety and Health Director R. V. Durham, a panel member, expressed high hopes for the panel's effectiveness. "Joan Claybrook (NHTSA's Administrator) has done the trucking industry and the motoring public a great service by bringing this panel together," Durham said. "The responsibility for heavy truck safety often gets passed back and forth like a hot potato between the manufacturers, carriers and the government. By bringing all parties involved together to work toward a solution, NHTSA has taken a great stride toward giving the professional driver a safer piece of equipment to operate."

The panel is scheduled to meet early in 1980, with subsequent meetings to follow as concrete solutions are developed.

LUNG PROTECTION ORDERED

In a landmark decision, the U.S. Circuit Court of Appeals for the District of Columbia recently upheld the bulk of the Occupational Safety and Health Administration's standard limiting workers' exposure to cotton dust, and prepared to lift a court-ordered stay to allow the standard to take effect.

The unanimous decision of the three-judge panel upheld the entire standard except for a portion dealing with the cottonseed oil industry, which was remanded to OSHA for clarification.

Senior Circuit Judge David L. Bazelon, writing the decision in *AFL-CIO v. Marshall*, noted, "Congress made it clear that OSHA must protect every worker from the risks of material health impairment due to occupational exposure to hazardous materials." The cotton industry had challenged the standard, asserting that it was unwarranted and infeasible.

The standard sets limitations on the amount of respirable cotton dust employees may be exposed to in various sectors of the cotton industry. In addition, OSHA sets out a four-year timetable for compliance with the standard, which depends on engineering controls rather than personal protective equipment such as respirators.

In commenting on the decision, Assistant Secretary of Labor for OSHA, Dr. Eula Bingham said:

"I am very pleased with the decision of the Court upholding the validity of OSHA's cotton dust standard, affirming our judgment and denying the challenges to the standard. This decision vindicates our regulatory approach favoring engineering controls over personal protective equipment, and accepts our arguments as to the technological and economic feasibility of the standard. This is an important step in finally protecting thousands of American workers against the crippling effects of cotton dust disease."

Exposure to cotton dust can produce or aggravate symptoms of a variety of respiratory diseases, including asthma, bronchitis, and emphysema.

More seriously, workers exposed to cotton dust for extended periods often develop byssinosis, commonly known as "brown lung disease," a chronic, debilitating affliction which progressively reduces the exposed person's ability to breathe. This breathing difficulty places excess strain on the heart, often leading to the worker's early death from heart failure.

The court, in rejecting the industry's argument, agreed with OSHA's finding that ***the only effective way to protect workers from the hazards of cotton dust is to require the dust be taken out of the air,*** rather than by encasing the employee in an uncomfortable and often ineffective respirator for the bulk of his working life.

The decision may take on added importance as OSHA moves to limit workers' exposure to other hazardous materials, including cancer-causing agents. The court is now considering the industry's petition showing why the stay should not be lifted.

> ***"This decision vindicates our regulatory approach favoring engineering controls over personal protective equipment, and accepts our arguments as to the technological and economic feasibility of the standard. This is an important step in finally protecting thousands of American workers against the crippling effects of cotton dust disease."***
>
> **Dr. Eula Bingham**

ACTIVE IBT LOCALS

ALLENTOWN, PENNSYLVANIA

Longtime Teamster Dies Suddenly

Teamster veteran Richard J. Hontz, 51, vice president and business agent of Teamster Local 773, died suddenly while vacationing in Hawaii. Hontz had served as an officer of the Pennsylvania local for some 15 years, for the last six years as vice president and prior to that as a local union trustee. He had taken a disability pension about six months prior to his death for heart-related health problems.

NATIONAL CHAMPION
1979 NATIONAL TRUCK ROADEO

CHARLESTON, WEST VIRGINIA

Proud J.C. 84 Rewards One of its Drivers

Winning must come naturally to Frank Hutton (left), a veteran member of Teamster Local 175 in Charleston, W. Va., shown here receiving a $500 savings bond from Teamsters Joint Council 84 President McDonald Smith after winning the 1979 National Truck Roadeo in the tank class tractor semi-trailer division. "This is getting to be a habit with Brother Hutton," Smith reports, since Frank has "won this national championship in his division three times—in 1969, 1974 and 1979." Hutton works for Mason and Dixon Tank Lines, where he's also a Teamster shop steward.

ALLENTOWN, PENNSYLVANIA

This Teamster Has A Hearty 'Ho, Ho, Ho'

For Robert J. Bullock, a driver for Mushroom Transportation Co., Inc., there is a Santa Claus . . . and he's it! Every year Brother Bullock, a member of Teamster Local 773 from Bethlehem, Pa., embarks on a unique Christmas journey, and 1979 was no different.

Beginning about three weeks before Christmas each year, Santa can be seen seated in the cab of an 18-wheeler, driving down the highways and expressways of Pennsylvania.

Startled drivers and pedestrians usually wave back as Santa waves to them from above. And although his rig isn't equipped with the customary sleigh bells, his air horn as easily conveys his holiday good wishes. Christmas music precedes him down the highway, being piped over his CB from a tape recorder.

As Santa makes his scheduled stops during the holiday season, customers stop to talk to him. Young and old alike flock to sit on Santa's lap, where each is given a lollipop or candy cane, compliments of his employer. And this past Christmas, many local businesses contributed to the cause, providing products to be handed out. Mushroom picked up the tab for any other "goodies" Santa needed.

Santa reports that only once has he been stopped by a "smokey" who asked if he had an out-of-state license. Santa's reply: "Way Out."

Smokey commented that the description on his driver's license had better say white hair, beard, mustache, etc. "And your age better be pretty high," he added.

Santa gave him a candy cane and was on his way, but moments later, police scanners and CB's along the way were reporting "Santa's Mushroom Express, driving south on Route 33."

Last December, Santa even made an appearance at Local 773's December 17 union meeting to remind everyone to have everything delivered by Teamsters and urge them to tell everyone, "Santa is a Teamster."

MANCHESTER, NEW HAMPSHIRE

Teamsters Benefit from Local 633's Tenacity

Teamsters never say die when justice is at stake, and that tenacity recently resulted in large backpay awards and reinstatement for two Local 633 members up in Manchester, New Hampshire after more than five years of litigation.

The workers were finally vindicated when a U.S. Appeals Court upheld the decision of the National Labor Relations Board that they had been unfairly discharged by their employer, Associated Grocers of New England, Inc., during a contract dispute in 1974.

The case had been a hotly contested one, accompanied by the employer's delaying tactics of lawsuits and appeals, but Local 633 and its officers never gave up.

Back on the job now are Teamsters George (Zab) Karam and Emile Juneau, who received $30,557 and $32,229 respectively in backpay and fringe benefits for the time lost.

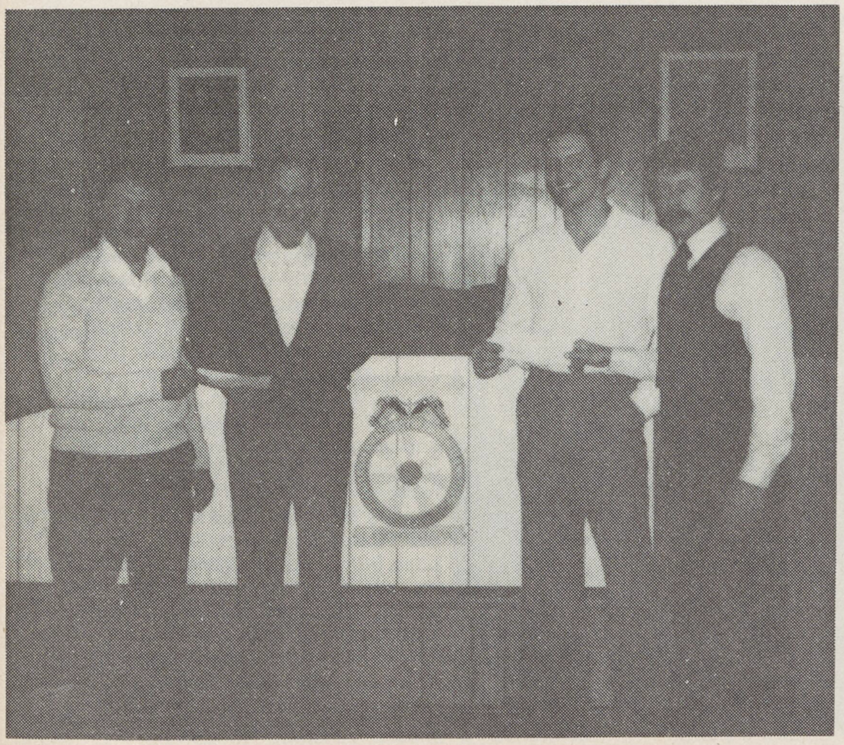
A third Teamster involved in the case, Edouard Paquette, was also a winner in the Teamsters' grievance against Associated Grocers. He won nearly $25,000 in backpay but declined to accept reinstatement at the company.

"This case only illustrates once again the total commitment of the Teamsters and Local 633, regardless of the amount of time or financial resources necessary, to protect and return to work members who are unjustly treated," said Local 633's Secretary Treasurer Antonio "Tony" Chloros, Jr. recently. "The case took a long time to resolve, but the end result was worth it to our local union and the members involved."

Here, two very grateful Teamsters receive their backpay awards and the congratulations of Local 633 officers. From left to right are: George Karam, Local 633 Business Agent Robert Morneau, Local 633 Secretary-Treasurer Tony Chloros and Emile Juneau.

LANCASTER, PENNSYLVANIA

Local 771 Helps Workers Ousted in Organizing Drive



Winning is sweet, no matter how victory comes. During an organizing drive at Keener Insulating Supply Company in Lancaster, Pa., Local 771 saw two of the plant's workers unfairly discharged and filed charges on their behalf before the National Labor Relations Board. Before the Board could decide their case, however, the company decided to make a settlement with the two workers, to which they agreed. Both refused offered reinstatement to their jobs.

Here, from left to right, Local 771 Business Agent Harry R. Himelwright presents Paul L. Gochenauer his check for $4,000.00, while James C. Pruitt receives his check of $2,500.00 from Kenneth C. Laukhuff, organizing representative of the Pennsylvania local.

ACTIVE IBT LOCALS

ALLENTOWN, PENNSYLVANIA

Teamsters' Library Move Garners More Acclaim

When Allentown Teamster Local 773 volunteered to help the Allentown public library move to new headquarters last year, local union officers little dreamed that so much positive publicity about their efforts would result.

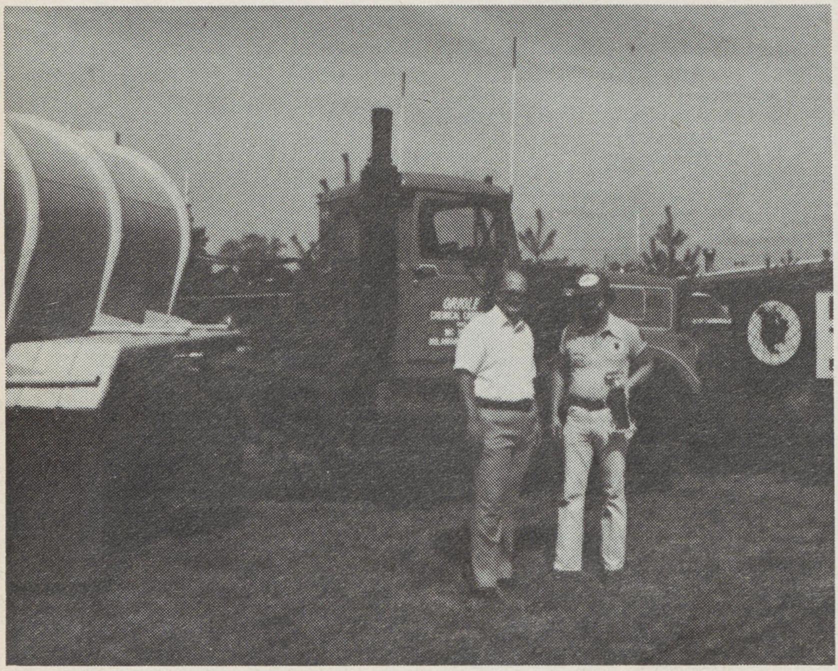
Recently, Mrs. Kathryn Stephanoff, the library's director, was presented with the Public Relations Council's Award of Merit at the annual conference of the American Library Association in Dallas, Tex., attended by 11,000 members.

Among the items displayed at the award ceremony were copies of the front page *Call-Chronicle* newspaper coverage of the Teamster move, the September, 1978 issue of the *International Teamster* which carried a two-page story on the move, editorials commending the officers and members of Local 773 for their assistance, and other news stories describing the participation of more than 200 Teamster volunteers in this community service project.

The award cited the library for its "outstanding promotional effort, which succeeded in arousing community participation, enlisting industrial cooperation on a major scale and generating extraordinary newspaper coverage."

Mrs. Stephanoff also commended Local 773 highly in her comments about the library move, which were included in her annual report to the Board of Directors of the library.

Shown here admiring the award presented to the Allentown library were some of those instrumental in making the move possible. From left to right were: Anthony Molinaro, Edward Tonkay and Franklin Caskie, business agents with the Allentown Local Union; Stephen Banus, its secretary-treasurer; Librarian Kathryn Stephanoff; Business Agent Howard "Bud" Hontz, Jr.; Al Abruzzi, president of Local 773, and Trustee Forrest "Jeff" Spohn.



SALISBURY, MARYLAND

Local 876's Proud of One of Its Delaware Rookies

He may not have won at the finals, but for a rookie driver just to have gone to the National Truck Roadeo is something of an honor, and that's just how Teamster Frank E. (Hank) Sharp feels. Sharp, a member of Local 876 employed by Oriole Chemical Carriers, Inc., participated in his first truck roadeo this year, capturing first place in the Delaware competition, and going on to represent his state at the national finals a few months back. Here Hank's being congratulated by his boss Bill Sixma of Oriole on doing so well in his first year in competition. Sixma notes that the Teamster has earned Oriole's award for safe driving each of the two years he's been with the company, and lauded the job he does hauling hazardous cargo from day-to-day.

PROVIDENCE, RHODE ISLAND

Guarding Against Catastrophic Illness

Teamster Local 251 of East Providence, R.I., took a big step toward safeguarding its members from possible economic catastrophe recently when local union trustees voted to seek $1 million Major Medical benefits from their insurance carrier—Blue Cross and Blue Shield of Rhode Island.

The new policy, the largest ever granted by the carrier in the state, will extend long term medical benefits to $1 million for the local's 15,000 members and their families.

Local 251 Secretary-Treasurer Alexander Hylek termed the plan "an excellent benefit which will provide adequate coverage for almost every conceivable circumstance."

He added that the trustees made the decision to seek an increase from the plan's original $250,000 maximum benefit after learning of an infant who had incurred $140,000 in medical bills and was still hospitalized. "While that's fairly unusual," Hylek said, "we just wanted to make sure that all Teamsters and their families are never swamped with expensive medical bills."

Teamsters Local 251 Secretary-Treasurer Alexander J. Hylek (left) discusses his group's new $1 million Major Medical benefit with Blue Cross Vice President of Marketing John W. O'Connor.

Major Medical is used as a supplement to basic Blue Cross and Blue Shield coverage. After the subscriber pays $100 in out-of-pocket covered services, Major Medical pays 80 percent of eligible new charges for drugs, doctor care, medical supplies and appliances—even hopsital charges on extraordinarily costly cases.

Last year, Local 251 became the first group in Rhode Island to obtain a new benefit rider, providing broad mental health care benefits. The local also has a prescription-drug program benefit, vision care and, as of next July 1, will have Delta Dental coverage. Basic coverage for Local 251 members includes full hospitalization, surgical and medical coverage.

The wife of a Kansas City Teamster found these sentiments on a plaque at a truck stop and asked this month to share them with the readers of International Teamster. She adds that she's proud to be "just a truck driver's wife."

She's the woman behind the man behind the wheel . . .

She's the woman who loves and comforts the man who has horizons in his eyes.

She keeps a snug harbor and an open heart of welcome for the roamer home from the highways . . .

She's a truck driver's wife.

She runs the home for the men who drive by night so the world can live tomorrow . . .

She's a brave smile that says goodbye; she's a happy laugh that says, "Welcome Home."

Her life is geared to the roar of the road.

Her life is made up of sudden farewells and happy hello's!

She's two worried eyes peering out of the front window waiting for the welcome sight of familiar headlights.

She's the dream a man carries in his heart on midnight highways . . . and over long mountains . . . and across lonely prairies.

She's a truck driver's wife.

She cooks the meals and tends the babies, washes the clothes, and keeps the house . . . and waits . . .

Her heart skips a beat at the squeal of brakes, or the whine of a siren.

She hates rainy nights, and emergency runs . . . she hates the sight of red, rear lights disappearing down the highway . . . leaving home . . . She's two loving arms at the end of a long journey . . .

She's a truck driver's wife.

She likes days off . . . Summer vacations . . . Short hauls . . . the family gathered around a Christmas tree . . . and the sight of her husband sitting safely by the fireside.

She's everything wonderful in the world waiting on the front poch . . . She's a smile at the end of a long haul . . . She's love keeping the home lights bright for a woking wanderer.

She's a truck driver's wife.

She's a smiling photograph in a man's wallet . . . She's a happy thought on a lonely night . . . She's the warm dream a man carries in his mind when he's long, long miles from home . . .

She's a truck driver's wife.

She has learned to smile when she says "Goodbye." She has learned the patience of lonely evenings . . . She has learned to live for the anticipation of happy hello's . . .

She's a truck driver's wife.

At times, deep in her heart, she dreams of the day when her husband can work from 9 til 5 in an office or shop like other men . . .

And, truth to tell, she envies the women who can tell by the clock when their men will swing into the driveway . . .

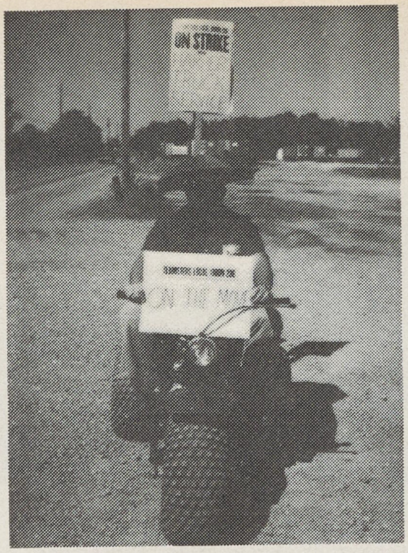
But then, she tells herself, she wouldn't be married to the happy, laughing, confident man who holds 10 tons of wheeled steel on the ribbons of the nation's highways . . . And feeds the world and drives by night so the nation can live tomorrow . . .

So she waits with a patient smile . . . and she keeps her heart and home warm for the man who has highways in his eyes . . .

She's a truck driver's wife.

ACTIVE IBT LOCALS

PADUCAH, KENTUCKY



Not Even A Strike Keeps These Teamsters from Rollin'

Not even a strike can stop Local 236 Teamsters, who when the trucks didn't roll, still managed to stay on the move. Here Harper Truck Service picketer Bill Carroll takes his stint at walking, uh . . . riding, the picket line during a recent strike in Paducah, Ky., that affected 33 Teamsters.

DETROIT, MICHIGAN

Steel Hauler Honored For Unblemished Safety Record

Teamster Harold Ragain (left), a member of Local 124 in Taylor, Mich., was honored recently by his employer, R-W Service System, Inc., for his unblemished 32-year safe driving record.

Presenting the intra-state steel hauler with a special award for driving more than a million and a half miles without accident, R-W President Joseph Farhat lauded Ragain's outstanding driving record.

The Teamster veteran attributes his outstanding safety record to two important factors: his ability to anticipate emergency situations and adjust his speed accordingly and a happy home-life. "Having a good marriage helps," he notes, "because when I go out on the road, I can concentrate on my driving and not on any personal problems."

DAYTON, OHIO

Teamster Retirees, People Helping People

The Dayton Teamsters Retiree Club has made enormous strides since its founding, with the assistance of Dayton, Ohio Local 957.

Last September, during the group's annual picnic, Local 957 Secretary-Treasurer Wendell Quillen surprised the group with the gift of a 1979 Ford van, equipped with a special wheelchair lift. The retirees since have been able to assist many handicapped and needy individuals in getting around town, thanks to the members of the Ohio local.

In late November, Quillen further augmented the group's usefulness when he presented the Retiree Club with a suite of offices at Teamsters Hall for their use, reports Ann E. Vanwey, secretary of the retiree group.

The assistance of Local 957 retirees in making the recent Teamster circus a success for the underprivileged and handicapped attending was just one example of how their concern for others is being channeled into action.

"Through the efforts of DRIVE, Joint Council 41 and Teamster locals, retirees in Ohio are reaping rich rewards," she adds, and are sharing their good fortune with others who need help, too.

CINCINNATI, OHIO

A Safety Record To Be Proud Of

Teamster Hubert "Abner" Kennedy, who has made safe driving a lifelong habit, was honored publicly for his 45-year, four million mile safety record when Teamster Local 100 President Gairald F. Kiser presented him with a plaque honoring the safety milestone during a Marty Robbins show at Taft Auditorium in Cincinnati, Ohio recently.

The Teamster veteran, an employee of Holland Motor Express, has over the years shown in many ways his safety consciousness, on and off the highways.

Brother Kennedy was an active participant in truck roadeo competition from 1949 to 1959, taking national champion honors in both 1957 and 1958. He also has won citations and civic honors, including driver of the month recognition from the Ohio Trucking Association, an Arthur Godfrey citation, Green Key awards from the Greater Cincinnati Safety Council and numerous certificates of merit—in all, a long record of achievement of which to be proud.

Here, Kennedy (center) shows his latest award to John Yeager, Cincinnati terminal manager for Holland Motor Express (right) as Kiser looks on.

MIAMI, FLORIDA

Teamsters Get Kudos From Movie Company

Ted Swanson, production manager for Caddyshack Productions Inc., took the time recently to write to International headquarters to give some Local 390 members a deserved pat on the back. His letter appears below:

Dear Mr. Fitzsimmons:

On behalf of Caddyshack Productions, Inc., I am writing you to express my compliments to Local 390, its president Clarence Lark, its members Henry Scelza and Israel Brinson for their contribution in making "Caddyshack" a major film production accomplishment.

I've been associated with the making of motion pictures for over twenty years, and I've never been more delighted with the high degree of professionalism, the constant spirit of cooperation and the on-going enthusiasm which our Teamsters exhibited daily.

My congratulations to you for having this exemplary group of men in the industry in South Florida.

Sincerely,
Ted Swanson
Production Manager

HOUSTON, TEXAS

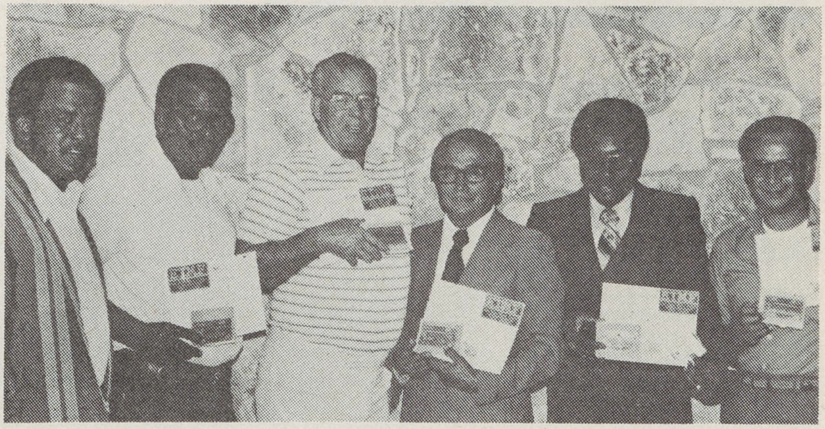
14 Million Accident-Free Miles

Safe driving is a "must" for East Texas Motor Freight (ETMF) drivers, and nowhere was this more apparent than at a recent safety awards breakfast where 14 drivers from the Houston terminal, all members of Teamster Local 988, were honored for driving more than a million miles each without accident.

And the top honorees weren't alone. Other ETMF employees also received recognition, including patches, pins and merit certificates, in appreciation of their safety records.

On hand also were Local 988 President Richard Hammond and Business Agent Joe Canales, who offered all the drivers their hearty congratulations.

The million milers, each of whom received a silver belt buckle and safety certificate at the breakfast, included: Teamsters Tony Burciaga, Walter Gilliard, Frank Keith, Joe Kibby, Marvin "Tex" Lenox, Wasey Lyons, Billy McKee, John Pomonis, Gilbert Salas, Wesley Smith, Walter Sturdavant, Oliver Tatum, William Thomas and John Ward.

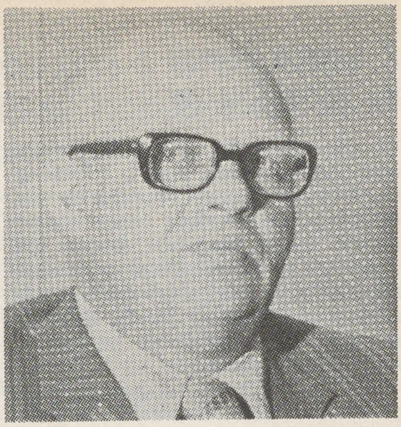


Some of ETMF's new Million Mile Club members are shown here being congratulated by Teamster Steward Newman Livingston. From left to right, with Livingston they are: William Thomas, Frank Keith, Tony Burciaga, John Ward and Gilbert Salas.

LOCALS IBT ACTIVE

DENVER, COLORADO

Teamster Named As Local Histadrut Honoree



For Edward R. Toliver, coordinator of Teamster Joint Council 3, it was a "once-in-a-lifetime honor" being named the Colorado Histadrut labor union award recipient recently.

Presentation of the award came at the annual Scholarship Dinner for Histadrut, sponsored by the Colorado Trade Union Council for Labor Israel.

Proceeds from the testimonial dinner will help provide scholarships for Israeli children, among them Christian, Jewish and Moslem youth in grades 10 through 12, who might otherwise not have access to higher education. (Free education in Israel ceases after the ninth grade.)

PORTLAND, OREGON

Teamster Veteran Heads For Good Fishing Holes

After years of jockeying freight and hostling balky machinery, Local 81 member Carl Huseman (left) recently retired from Consolidated Freightways and is shown here receiving his first pension check from Business Representative Jack Powell. Now, the 35-year Teamster veteran says, he won't have to hurry back too soon from the old fishin' hole.

STOCKTON, CALIFORNIA

18 Teamsters Share Large Backpay Award

Local 439 Business Representative "Tiny" Trammell (right) is shown presenting driver Andy Rivas a check representing part of a large $59,000 grievance settlement award granted 18 Teamster drivers and helpers after the Calif. local took their case against their employer, Acme Furniture Company of Stockton, before the National Labor Relations Board. Behind the two are, left to right: Al Walker, J. C. Betts, and Paul Walker, who also received checks.

OAKLAND, CALIFORNIA

Local 70 Member Nets Record Arbitration Win

$56,000 in Backpay! It's the largest grievance award ever negotiated for a single individual by Local 70 and has the Oakland, Calif. Teamsters' affiliate feeling justifiably proud.

And Claudell Roberts, the Local 70 member for whom the grievance was filed, couldn't be happier.

The win came after Arbitrator John Kagel ruled that Safeway had improperly discharged Roberts, its employee for eight years, and ordered the firm to reinstate him with full backpay and fringe benefits, an award amounting to $56,000.

Local 70 Business Agent Ed Painter (left) handled the case for Roberts (center), along with Local 70 President Jim Muniz (right in photo), while Local 70 Attorney Ed Kovach presented the issues to Kagel on behalf of the Teamsters.

It may have taken two years to get the final decision but when it came, it was well worth waiting for.

OAKLAND, CALIFORNIA

An Arbitration Case With a New Twist

In a precedent-setting decision, a California arbitrator has awarded interest to Teamsters' Local 78 in a grievance filed against Safeway stores for its eight-month failure to implement a contractually required pay increase at its San Leandro milk plant.

The grievance arose in 1977 when Safeway failed to give combination men at the milk plant a 60¢ July wage increase required by the Local 78 contract.

Despite complaints by Shop Steward Lionel Carden and the efforts of Local 78 Vice-President and Business Agent Jerry Corniola, Safeway refused to pay the increase until May 1978 when the union threatened to strike. Although Safeway later paid the combination men a lump sum for the wages lost, the California local union insisted from the inception of the grievance that the employees were entitled to interest as well.

Although interest is seldom awarded, Arbitrator William Eaton awarded it in the Local 78 case after finding that the lost wages were contractually required and only interest would provide "full and adequate remedy to the employees whose wage increase was withheld for over nine months, and at the same time to assure that the company does not profit from the infraction."

Eaton decided that he had the authority to order the award, even though Local 78's contract did not call for it. Interest was awarded at seven percent, the legal rate applied by statute to judgments rendered by California courts.

SAN FRANCISCO, CALIFORNIA

Elorduy's Honored At Testimonial Dinner

More than 500 fellow Teamsters, union leaders, prominent officials, friends and family members were on hand recently for a testimonial dinner honoring Mike R. Elorduy, retired secretary-treasurer of the California State Council of Cannery and Food Processing Unions.

Among the speakers at the dinner who lauded Elorduy's 19 years of service as head of the Council were two of its current leaders, Cannery Council Secretary-Treasurer Freddie F. Sanchez and Council President George V. Moffatt, both of whom commended Elorduy's service to the Teamsters Union and its members.

Presenting Elorduy (right) with a special commendatory resolution plaque voted to him by the State Senate and the State Assembly was Legislative Representative Gerald O'Hara of the California Teamsters Public Affairs Council

CONSUMERS' CORNER

A new battle is brewing on the consumer labeling front. On the attack are nearly 25 citizen groups which contend that too much salt is highly suspect in many health problems. They particularly point to hypertension (high blood pressure) which statistically is a major killer and crippler of as many as 35 million Americans.

The Food and Drug Administration is defending its position that salt be designated as "generally recognized as safe." To fortify that position, the FDA has recently released a report of the Federation of American Societies for Experimental Biology which points out that sodium chloride (salt) and potassium chloride have not been shown to be harmful for at least 70 percent of the population.

Rendering strong support to the low-salt forum is a report from the U.S. Senate Select Committee on Nutrition. The Committee recommended the daily intake of sodium should not exceed 1,200 milligrams. Since common table salt is 40 percent sodium, any amount of salt over 3 grams, or three-fifths of one teaspoon, would exceed the recommended limit. Since Americans consume anywhere from 7 to 30 grams daily, it would appear that major reductions in salt usage are in order.

Currently, FDA hearings are scheduled on this issue. They will consider petitions which ask that the sodium content of all packaged foods be required on labels and that the amount be given in milligrams per serving.

Petitioners also ask that large amounts of salt be identified by the words "highly salted" and a picture of a salt shaker be conspicuously displayed on labels. The picture would be for easy identification by those with reading or language difficulties. A second petition asks further that a broad category of low-sodium foods be made available to the public.

Among leading advocates of these petitions are the National Consumers League and the Center for Science in the Public Interest. They believe that consumers should be able to control the amount of salt in their diets, noting that while salt can readily be added to foods it is not as easily removed. They point out that while many are aware of salty foods such as pretzels, potato chips and french fries, they are less knowledgeable that considerable amounts of salt show up in pastries, cheese and breakfast cereals.

Other voices in support of reduced salt/sodium content in food include the Health Insurance Institute, the Congressional Black Caucus, the House Select Committee on Aging and many individual members of Congress. It has been noted that both blacks and the elderly are twice as susceptible to hypertension as the population as a whole. In fact, the Center for Science in the Public Interest estimates that some 40 percent of the over-65 population has high blood pressure with another 30 percent borderline.

Many nutritionists have long believed that salt in baby foods is a cause of lifetime overuse of salt. They believe that both salt and sugar are acquired tastes, not needed by the infants but added to satisfy adult "tasters." It is theorized that babies, if not provided with an acquired taste for salt would grow up to be healthy adults less likely to be threatened with blood pressure and heart problems.

Manufacturers of baby foods generally have reduced or eliminated both salt and sugar levels in their products. Gerber, for example, reports the salt levels in baby foods were reduced in 1970, added salt was eliminated from many cereals in 1971 and, by 1977, added salt was eliminated in all baby foods.

Adult consumers have not fared as well. Canned vegetables may contain nearly 300 percent more sodium than fresh because of added salt. For example, one cup of canned green peas shows 270 mg. sodium, one cup of frozen peas has 115 mg. and one cup of fresh peas contains only 1 mg. One cup of raw cabbage as cole slaw might have 150 mg. sodium, whereas one cup of cabbage as canned sauerkraut has 915 mg. sodium.

A favorite selection from luncheon menus is a Reuben sandwich with a glass of beer. This really rings the high sodium bell. Using food analysis sample figures based on U.S. Department of Agriculture charts, one finds: two slices of rye bread, one slice of swiss cheese, 3 oz. of corned beef, a serving of sauerkraut, a large dill pickle on the side and an 8 oz. glass of beer would total some 4,500 milligrams sodium. This would be 150 times the recommended daily intake total.

Dieters may be surprised to learn that one cup of creamed cottage cheese contains 625 mg. sodium as compared with one cup of partly skimmed yogurt with 19 mg. sodium. Salt added to the cottage cheese causes the wide differential. One might expect that two slices of bacon contain 600 mg. sodium, but are chili lovers aware that one cup of chili with beans contains 1,060 mg. sodium, 60 mg. less without the beans? Again, added salt appears to be the culprit.

Because so many food additives appear as sodium compounds, just the listing of salt alone without total sodium content is insufficient. Examples of such sodium words are: monosodium glutamate, disodium phosphate, sodium alginate, sodium benzoate, sodium hydroxide, sodium proprionate, sodium sulfide and sodium bicarbonate.

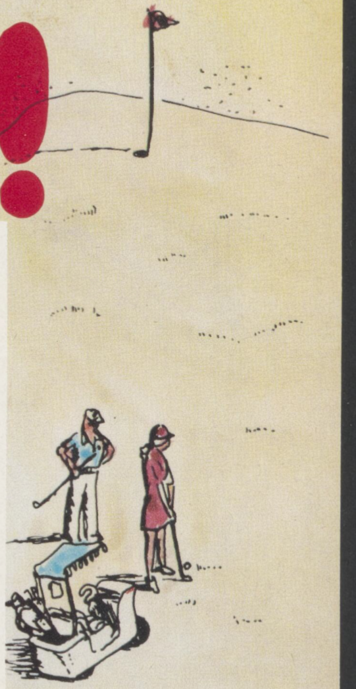
It should also be noted at this point that neither salt nor sodium may be the only suspicious causative factor in high blood pressure and related problems. Many medical authorities believe sodium blood levels are related to the amount of potassium levels in the body. There have been studies made on animals which show that high blood pressure is produced when the diet is low on potassium. Dieticians point out that vegetables, especially cooked leafy greens, are high in potassium. In the days when many families grew much of their own produce and served three to five vegetables a meal at both lunch and dinner, high blood pressure wasn't considered a health hazard.

Moreover there are times when salt additives are called for. This is especially true when hard manual labor or exercise, particularly in high heat, causes salt depletion and muscle exhaustion. Athletes and workers in heavy industry such as steel mills must check with their doctors to be sure they have enough salt to compensate for excess perspiration.

Supporters of reduced salt intake and sodium labeling do not dispute salt's necessary and reasonable use. They do, however, ask that food packagers lower and label the amount of salt added to processed foods to allow consumers to have a choice.

TEAMSTER SPORTS!

THE
SWIMMER



SPORT OF THE YEAR

Any Teamster who can hold his own in a hotly contested battle for the world middleweight boxing crown deserves to be Teamster Sport of the Year. That honor goes this month to Vito Antuofermo, who in late November defended his title against top contender Marvin Hagler, in a match televised from Caesar's Palace, Las Vegas, Nev., to remain Middleweight Champion of the World.

Antuofermo, a veteran middleweight from Brooklyn, N.Y., is a member of Teamster Local 812, employed by Coca Cola Bottling Co. The crown he wears as middleweight champ is the only unified title in boxing today.

Competition was intense prior to the title match. For months before the fight, sportswriters had given an edge to Hagler, although Antuofermo had amply proven his fight skills by mauling and brawling his way through a battle to take the crown away from then world middleweight champion Hugo Corro.

And Hagler had used every tactic he could think of to weaken the defending champion's morale, including long vocal tirades decrying his ability.

But when Hagler finally received the title shot, the hype ended. He climbed into the ring with a man unafraid to face him and determined to give him a real fight for the title.

Entering the ring, Antuofermo's only concern was his tendency to "bleed," to develop cuts that could cause the referee to decide to end the fight. Antuofermo only hoped the referee wouldn't stop the title bout, no matter how badly he bled.

In the end, his face held out. The talented Teamster battled his competitor through the bloody 15-round fight retaining his title with a draw call from the judges.

"My corner told me at the end of the seventh that I was behind on points," said the Teamster, who went into the ring a 4-1 underdog. But, using the style that suits him best, he got inside and rumbled, avoiding the challenger's jabs and deadly combinations. "I knew I had to pick up the pace and I carried the fight to Hagler. I felt I deserved the decision but I'm satisfied with the draw because I'm still the champion," he said of the match.

Promotor Bob Arum said after the bout that there would be a rematch in February.

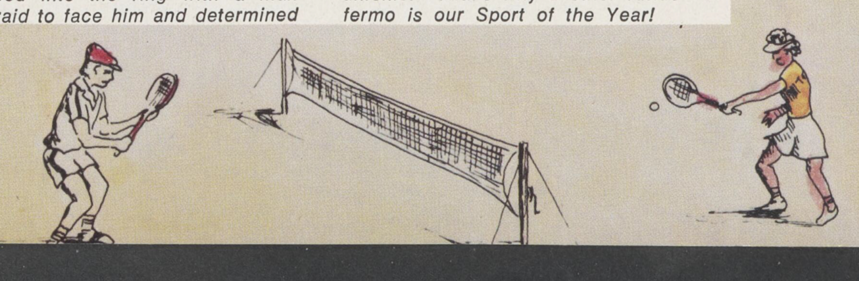
Of the title bout, veteran sportswriter Pete Axthelm wrote recently that sometimes fights can be something other than brutal; they can "also bring out a rare isotope of human courage and resourcefulness. That quality was etched most dramatically in the battered countenance of middleweight champion Vito Antuofermo."

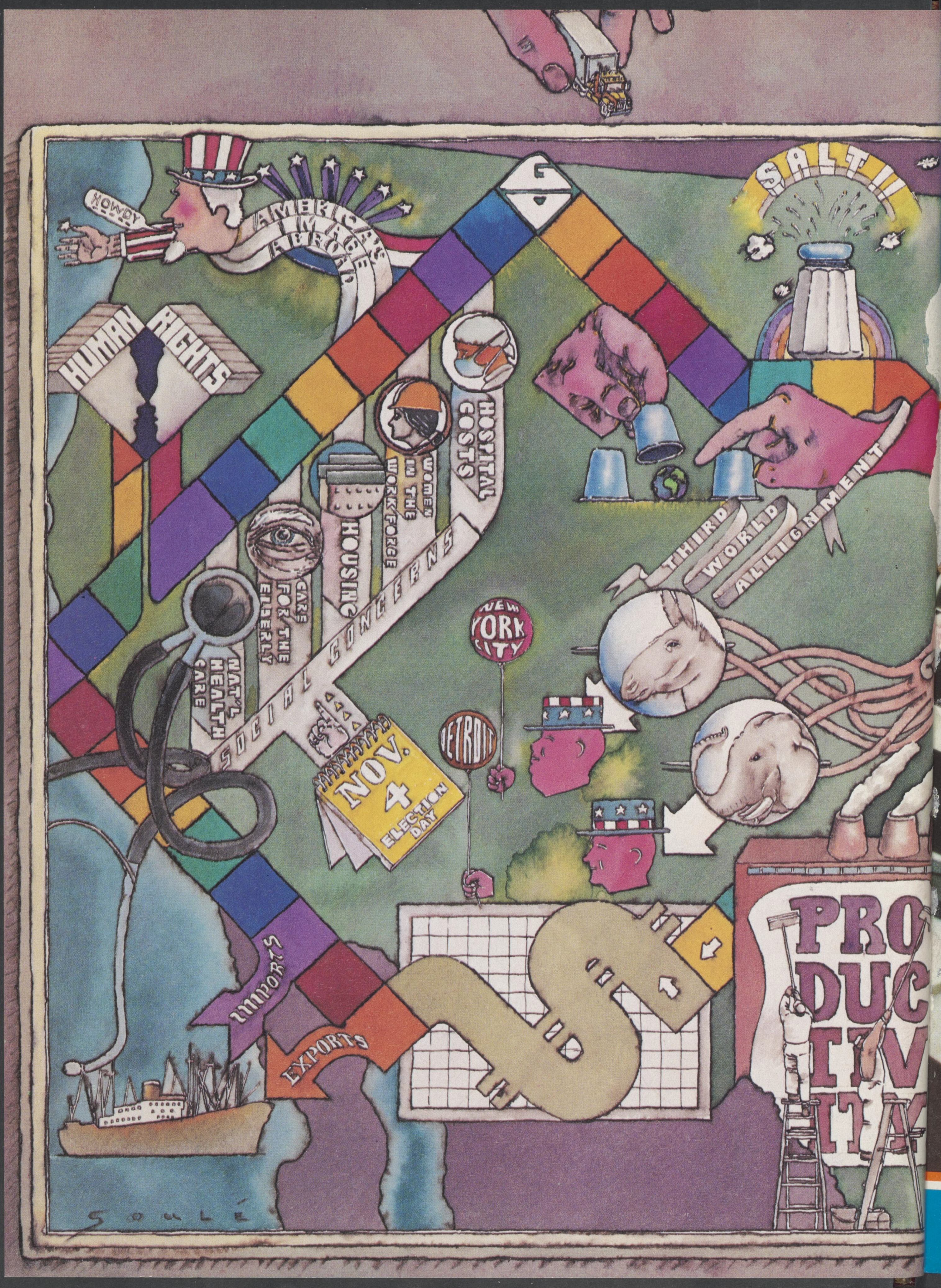
Overmatched physically against the fast hands and perfect body of the challenger, Antuofermo nonetheless fought to retain control of the fight, reaching inside himself time after time for "something more," Axthelm noted.

Although he was cut deeply under his right eye, he "never stopped bulling forward. At the end of one of the finest fights in middleweight history, he survived with a draw and retained his title," the writer concluded.

And the champion's own remark after the win said it all: "Everybody knows that I don't have a knockout punch," Antuofermo said. "I just keep on coming on strong. Put King Kong in front of me and I'll still keep coming."

What more can anyone ask of a world champion. Would Teamsters expect any less from a brother unionist? That's why Brother Antuofermo is our Sport of the Year!

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HUMAN RIGHTS
SALT II
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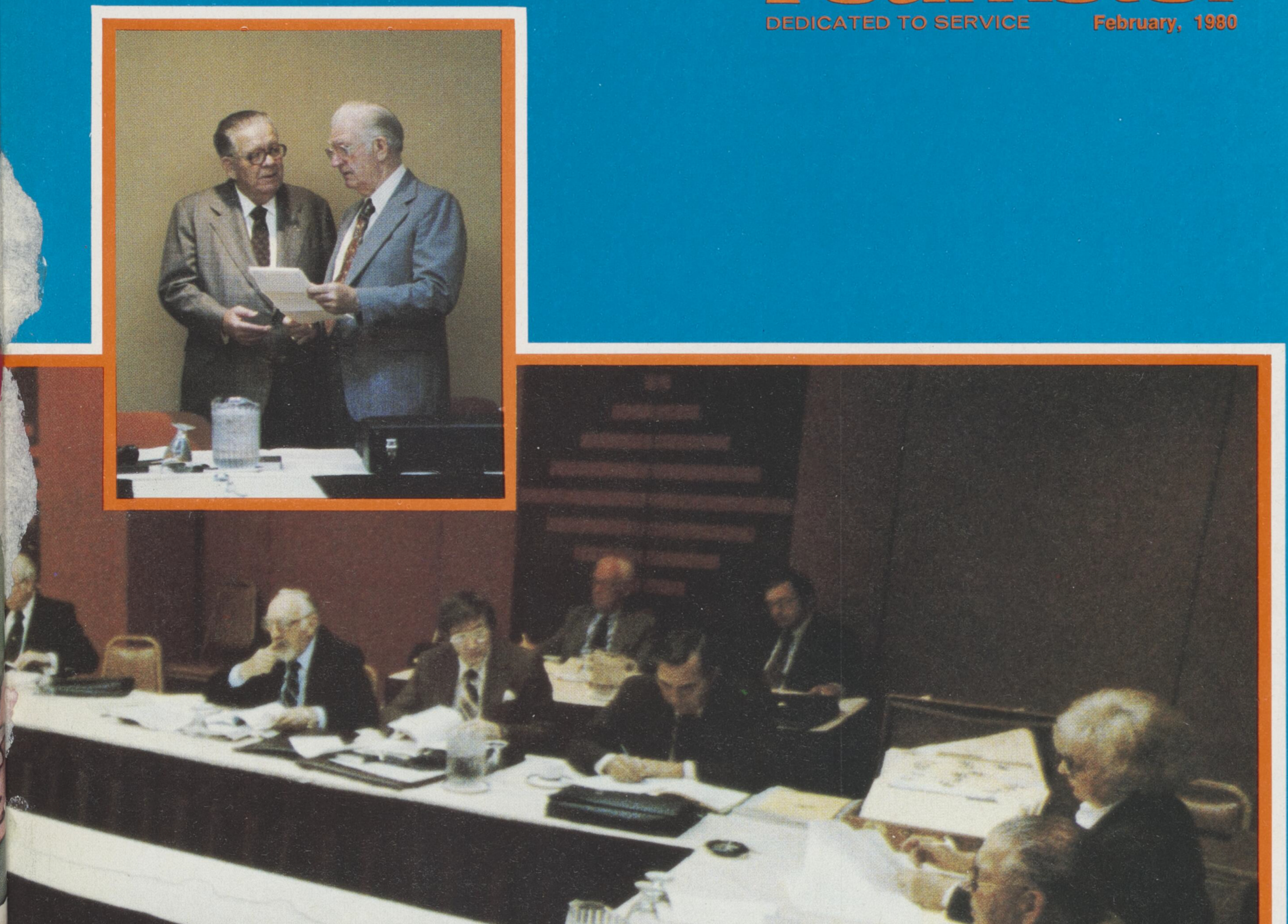

G.E.B. Hears Energy, Deregulation Reports
See page 2

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

AT THE beginning of this new decade, I would like to report to you that the state of your Union is well and thriving, and so is the state of health of your General President. First and foremost, let me tell you that I just returned from a very active General Executive Board meeting, in which the concerns and aspirations of the entire Teamster membership were discussed and focused into policies and programs that will bring greater benefits and advantages to all Teamsters and their families during the 1980s.

Jobs, increased pay, cost-of-living adjustments and pensions were the nuts and bolts that the General Executive Board was concerned with for the 1980s. Other items of emphasis included energy, deregulation, organizing campaigns, and the PPG Boycott. These issues affect us all, and we must come to grips with them in the coming months.

Secondly, I feel I must comment briefly on the state of my own health—as once again reports in the press have been false and quite inaccurate. If I might paraphrase a favorite of mine, Mark Twain—Reports of my death have been grossly exaggerated.

In actuality, I am pleased to report that the results of my annual check-up confirm that I am in excellent health. I was fortunate that a small benign tumor was discovered, treated and is being removed, non-surgically. Doctors report that I should have no difficulty as a result and that otherwise I am A-OK.

The entire process did not necessitate my absence from important union business, and I was able to spend the holidays with my family, participate in deliberations on the President's pay advisory panel, and chair the recent General Executive Board meeting, which was delayed only one week during my recuperation.

I appreciate the genuine concern of the membership and I assure you that I am well and raring to go, so I say: Let's get on with important Union business ahead of us all this year.

The agenda is full—to initiate equitable pay standards for the '80s; fight deregulation in Congress; boycott PPG until they negotiate fairly; and formulate an energy program that will protect our membership against unnecessary hardships in the future.

These are issues that are important to our membership and, God willing, I will be working on these important matters and many more for many more years to come.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
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DEDICATED TO SERVICE

**Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)**

Volume 77, No. 2 **February, 1980**

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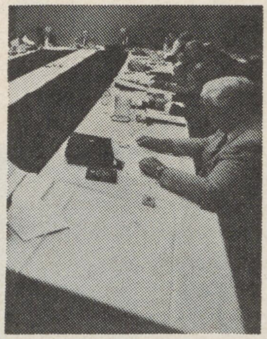
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4

6

2 **IBT General Executive Board Meets**
PPG, deregulation, energy top agenda

4 **Teamsters to Sponsor Easter Seal Telethon Again**
The membership is asked to help

6 **Efforts to Bring PPG to the Table Go On**
The boycott, other efforts continue

8 **Teamsters & the Pay Advisory Committee**
Working to protect the labor force

9 **DEREGULATION: Congress Will Soon Act**
Teamsters are urged to voice their concerns

14 **ENERGY: A Master Program**
IBT will send its proposals to Congress

16 **Election Season Is Here Again**
It's time to register and vote

18 **At the Teamster Workshop**
Participants hear about world crises

19 **IRISH CLEM: Teamster Retiree Clem Considine**
A look at the IBT and how things were

22 **To Protect and To Cherish**
Teamster commentary on our natural resources

25 **Active IBT Locals**
What's happening in the local unions

**Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001**

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

A FULL agenda which included a national energy policy report and an in-depth discussion on the current status of deregulation legislation highlighted the winter quarterly meeting of the General Executive Board in Los Angeles, January 22-24.

General President Frank E. Fitzsimmons reported on his activities as one of the six labor members of the Carter Administration's Pay Advisory Committee. He noted that he was hopeful that the Committee would approve language that will allow Teamster affiliates to negotiate agreements which are at the top of the range and a set of principles which will be approved for pensions (see page 8).

Board members spent considerable time discussing developments in the economy affecting Teamster members employed in the car haul industry and the job situation affected by declining car sales and the closings of assembly plants, mainly the Ford plant in Los Angeles.

Also discussed was the attitude of the Chrysler Corporation that requested increases by carriers for reasonable increases in tariffs were arbitrarily denied and denied under the threat of switching car haul business to non-union carriers or to the railroads. Declining car sales could not only affect jobs in car hauling but also could have a ripple effect on other Teamster jobs supplying automobile manufacturing.

In his report, the General President outlined how the IBT has been engaged for many months in efforts to prevent deregulation of the trucking industry by action of the Interstate Commerce Commission or by the Congress. He noted that Senator Cannon, chairman of the Senate Commerce Committee, has told the Commission to refrain from deregulation until June when he hopes Congress will pass legislation. Both the Senate and the House hope to have draft bills by early February. The membership is urged to let Congress know the Teamster position on the subject of entry and the vital importance of continued regulation to the entire Teamster membership.

The successful boycott against PPG products as supported by the General Executive Board was discussed in detail. General President Fitzsimmons stated, "I can report that while the boycott has not yet brought PPG to the bargaining table, there are signs that the boycott effort is beginning to change corporate attitudes."

In addition it was reported that Teamsters have participated in Congressional hearings delving into the role of management consultants and labor-management relations and organizing campaigns.

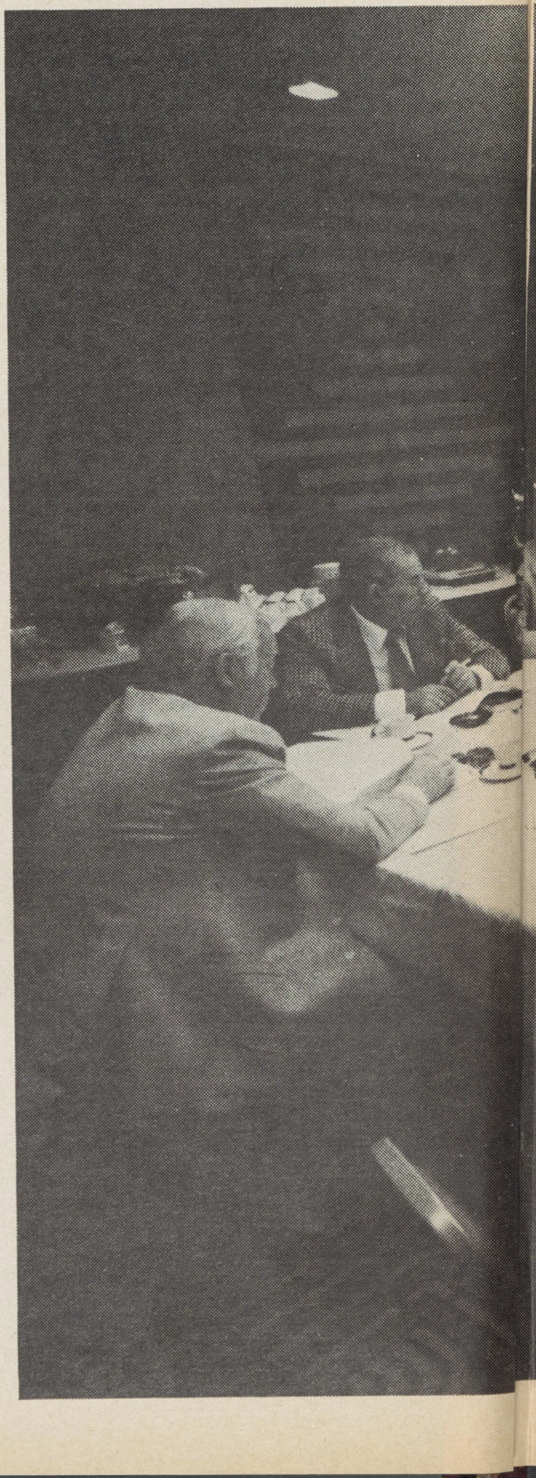
It was also reported that those involved in the consumer boycott are currently looking at a list of scheduled conventions of business, labor and religious groups and are formulating plans to publicize the boycott at such conventions. The membership will be kept informed of developments in the PPG boycott.

Energy became an integral topic of discussion during the executive session as it has been nationally. It was reported that the IBT has conducted a concentrated research effort regarding the energy crisis as directed by the results of the *International Teamster* energy poll. In continuation of a national energy program, the Board approved a committee consisting of the General President, the General Secretary-Treasurer and the five area conference directors to decide the final direction of the Teamster energy policy. In the interim, continuing research and education on our national energy crisis will be developed. (See pages 14-15).

A two-year progress report on the Teamster Workshop was presented to the Board members. It was announced that since January, 1978, the workshops have consisted of twenty sessions with 637 individual participants, 315 local unions represented, 45 joint councils represented, and officers from 55 states and provinces. It was agreed that this educational program has been a highly successful national Teamster effort to educate officers and further instill Teamster pride.

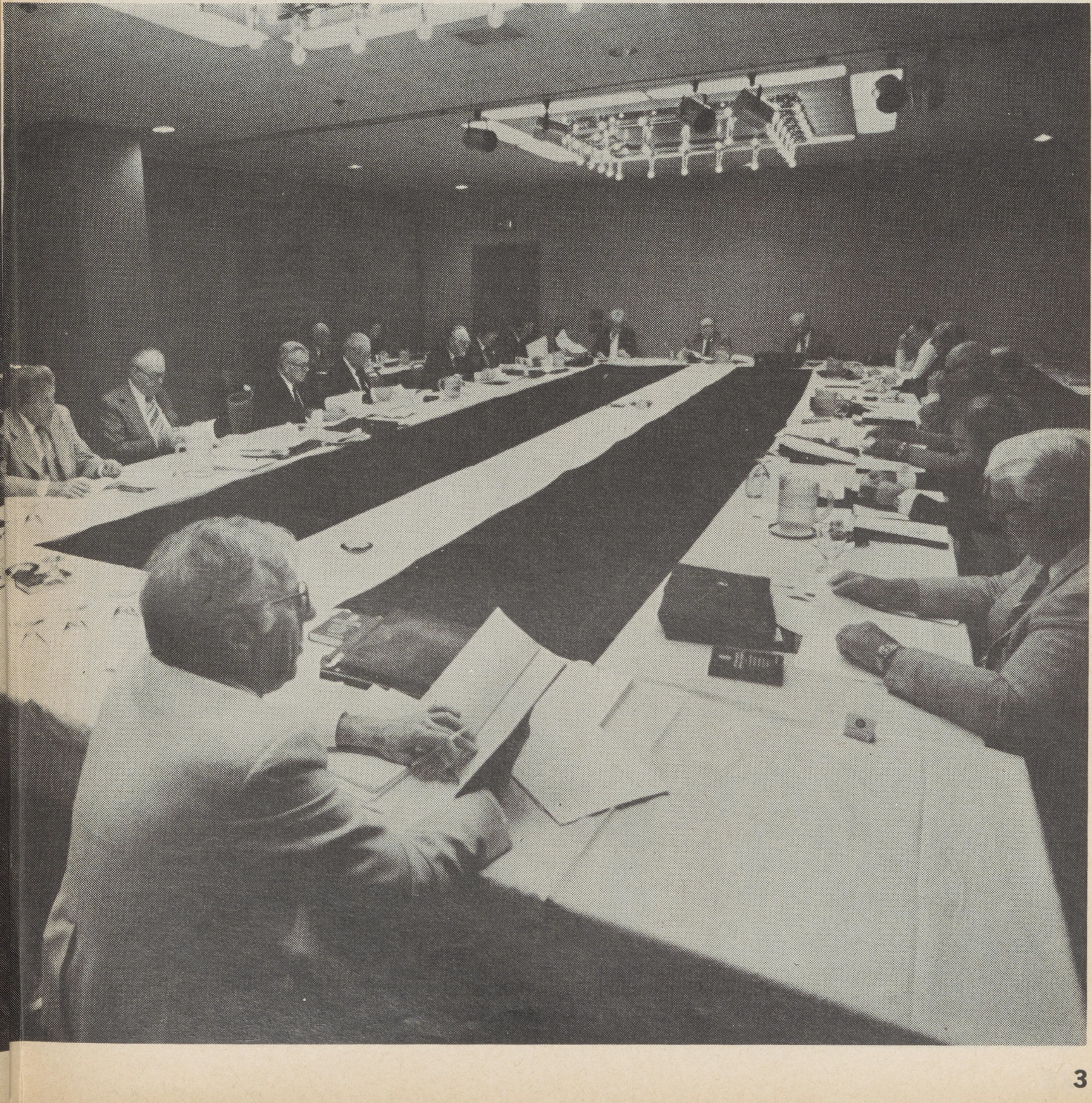
At the Board meeting it was also reported that Teamster participation in "Respect America Week" was highly successful and highly visible as evidenced by national television and radio reports of Teamster support for America's hostages in Iran.

Finally, comprehensive reports were also delivered by General Secretary-Treasurer Ray Schoessling and representatives of the Airline Division, the Legal, Legislative, Organizing, Communications, and the Research and Education departments. The General Executive Board adjourned after a full-day session on Thursday, January 24, until its spring session in April.



In Executive Session

IBT General Executive Board Studies PPG, Deregulation Energy & Other Priority Issues



‘Jeanette Has Done a Lot on Her Own;

Won’t You Help Her Achieve Even More?’

COULD anyone refuse this little charmer?

Eight-year-old Jeanette Alvarado visited Teamsters’ headquarters recently where she asked General President Frank Fitzsimmons for the support of the Teamsters in the 1980 Easter Seal fund-raising campaign.

Last month, the Teamsters general executive board affirmed that request by announcing that, for the second year in a row, the Teamsters would be one of the major sponsors for the National Easter Seal Society’s March 1–April 6 fund-raising campaign and an active participant in its televised March 22–23 telethon.

And this year, as they did last, your officers are asking for your help. They would like Teamsters everywhere to aid in fund-raising efforts, with your dollar contributions and with your time.

The Easter Seal Society would love to have you sit down, write out a check and forward it to your local union to be included in its contribution to the national Easter Seal collection center (and here we should note that most funds donated locally are returned to your local areas where they can be utilized by centers serving Teamsters and their neighbors).

But this year we in the Teamsters have become even more ambitious. Teamsters’ contributions last year were terrific, but this year we want to do even better! We’re asking you to take the time to get involved this year and find out how really good it feels to be an active participant in so worthwhile a fund-raising effort.

Encourage your brother and sister Teamsters to dig deep for Easter Seals by planning some local union efforts that make donation-giving not only worthwhile, but fun.

Why not have a raffle or get each member to volunteer one hour’s pay for Easter Seals at the next local union meeting? How about holding a CB rally or coffee break to raise cash? You could get rid of some used household goods and contribute something too, if you’d hold a flea market for Easter Seals or host a plant or bake sale.

If you’re among the lucky ones who *can* exercise, why not get a bunch of folks together *to* exercise—for Easter Seals. Disco dances, walk-a-thons, marathons and bike-a-thons are all good ways to get active and earn cash.

Jeanette Alvarado, this year’s National Easter Seal Poster Child, knows how important exercise is and how vital the society’s programs are to her rehabilitation.

A victim of spina befida (a congenital spinal cord lesion), Jeanette’s learned that exercise is a primary ingredient in her treatment.

Totally paraplegic when she started her training five years ago at the Bexar County Easter Seal treatment center in San Antonio, Tex., Jeanette has since progressed to independent walking with the aid of a rolling walker and can skillfully manipulate her wheelchair to cover longer distances.

She’s come a long way, according to her mother, with the aid of the physical, occupational and speech therapy offered at the center. Through occupational therapy, for example, Jeanette has achieved greater independence in daily living activities, including learning how to dress and take care of her own hygiene needs.

While Jeanette symbolizes all the children and adults being helped by the nationwide network of Easter Seal facilities and programs, she’s just one of thousands who annually benefit.

Last year, thanks in part to Teamster support, the local societies were able to provide services to 453,811 individuals, many more than in the year before. And regardless of whether a disability was caused by birth defects, accident or illness, those in need found someone there to help overcome their problems.

Easter Seal centers around the country offer physical rehabilitation, with more than a million health professionals and volunteers working through 1,124 state and local affiliates. They also do a lot more.

At the centers, individuals participate in specialized programs, geared to their own special needs. Included are:

- **physical, occupational, vocational & speech therapy**
- **camps and preschool programs**
- **schools and special education**
- **audiological, home therapy and psychological services**
- **hospitals, treatment and rehabilitation centers**
- **sheltered workshops**
- **equipment loans and transportation services**
- **screenings, evaluations and referrals**

The society also serves as an advocate for equal rights for people with disabilities; conducts educational programs for parent and self-help groups, businessmen, educators and volunteers, aimed at eliminating environmental and attitudinal barriers and creating recognition for the capabilities of handicapped people; and finances research grants to investigate the causes of disabling conditions or into the rehabilitation of disabled people.

The work the society does is worthwhile, and the hours the handicapped put in to better their own lives are long, tedious and painful.

If they can do so much, can’t we help them in their efforts? To do its mammoth job well, the National Easter Seal Society and its local affiliates need the support of the public—you and me. The annual telethon and campaign are the major sources of funds for their budget.

As one of the sponsors of the 1980 campaign, which will air March 22 and 23, the Teamsters will be trying to help make a difference with their dollars.

Host for this year’s telethon will be the star of Three’s Company, Suzanne Sommers. She’ll be greeting hundreds of top entertainers during the weekend, including Teamster officials who’ll be appearing on national segments of the program. Around the country, other Teamsters will be appearing on local segments, bringing in your donations and manning telephones, waiting for your calls.

Won’t you help, too—with your dollars *and* your involvement? After all, if you or a member of your family ever needs their services, you’ll want a center to be there, won’t you? They will be, with our help now!

Teamsters Shout 'No' To Unfair Labor Tactics Of PPG Industries, Inc.

FROM San Francisco to Boston, Chicago to Florida and across Canada, Teamsters have been rallying to the cry to "Boycott PPG Products," in support of Teamster Local 391's efforts to organize a 1,600-worker Lexington, N.C. plant owned by the Pittsburgh, Pa.-based conglomerate—PPG Industries, Inc.

Fanning out into shopping malls, business districts, public libraries and even subway stations, bus stops and truck terminals, Teamsters first asked for the public's support of a national boycott of PPG products last November 27, in the process distributing a quarter of a million flyers detailing which PPG products consumers shouldn't buy.

Media attention quickly focused on the struggle, and since then, an avalanche of press clippings has arrived at Local 391 and International headquarters, indicating great interest among the public and a fair hearing for the Teamsters' case.

Since the boycott a number of other tactics also have been tried in the attempt to get the plight of PPG employees before the public's eye.

During the World Series in October, two planes flew over Three River Stadium in Pittsburgh, corporate headquarters of PPG, towing a banner that read: "PPG Is Anti-Union to Teamsters in N.C."

In November other planes flew over Pittsburgh Steelers games including one with the Cleveland Browns. The banners read: "PPG Like J. P. Stevens in N.C."

The banner referred to the struggle by the Amalgamated Clothing and Textile Workers Union to organize Stevens, the nation's second largest textile manufacturer. After 16 years, the union has yet to get a contract with Stevens.

Efforts to fly another plane over the Rose Bowl in Pasadena during the Super Bowl in mid-January were stymied when the FAA issued a ruling saying aircraft must maintain a 3-mile clearance from the stadium.

The aerial displays were one of a number of unusual tactics employed by the Teamsters Union in an increasingly heated battle over unionization of the Lexington plant.

Christopher Scott, director of research for Local 391, recently took a contingent of PPG workers to Pittsburgh, where they spent a day making unannounced visits to the homes of PPG board members.

They surprised PPG chairman Robinson F. Barker watching the Steelers game on television.

"We had a right good discussion in his living room for about an hour," Scott said. The visits produced no change in the PPG bargaining stance, however.

Other support has come from unlikely quarters nationally and internationally. In Pittsburgh, Pa., labor and church representatives, a senior citizens group and area merchants have banded together to combat the industrial conglomerate in support of the Teamsters. Among the members of the coalition were members of St. Mary of Mercy Church senior citizens center—which will be displaced by the proposed new PPG headquarters building—the Association of Pittsburgh Priests and the Pennsylvania Alliance for Jobs and Energy.

"It's not our purpose to be anti anything," said Teamster Local 249 President Charles M. Byrnes, who is working with the group. "But it must be pointed out that no matter how big a corporation or a company may be, it has an obligation to human beings."

International support is strong, too. Since PPG is an international conglomerate with subsidiaries and affiliates in Belgium, Canada, France, Italy, Japan, Mexico, the Netherlands and Antilles, Switzerland and Venezuela, solidarity on a worldwide basis could prove especially valuable.

From the International Federation of Chemical, Energy and General Workers' Unions in Geneva, with which the Teamsters Union is affiliated, came word that ICEF would do all that it could to support our boycott efforts by promoting an international outcry against the actions of PPG.

"ICEF North American affiliates are engaged in a bitter struggle with PPG Industries Inc.," wrote Secretary General Charles Levinson in a letter to all ICEF affiliates and associate organizations.

Noting that the company has a long record of non-cooperation with union efforts, including the United Glass and Ceramic Workers' Union, the International Chemical Workers' Union, the American Flint Glass Workers' Union of North America, and of course, the International Brotherhood of Teamsters, Levinson told affiliates that:

"The company is extending its investments into America's 'union-free environments' as for example, North Carolina. PPG management at its fiberglass plant in Lexington, N.C. has dismissed employees for engaging in union activity, has spied upon them, threatened and coerced them, and in many other ways has committed unfair labor practices against them.

"The official U.S. Labor Relations Board had legally certified Teamsters Local No. 391 in September 1979 as the collective bargaining representative for the plant's 1,500 production and maintenance workers. The company has been trying to subvert that decision.

"Our affiliates report numerous other anti-union actions which confirm the anti-union strategy of the company," Levinson wrote.

During the third week in January, an enlarged steering committee meeting of the ICEF Permanent PPG World Council was to convene in Washington, D.C.

In the interim, Levinson in late November urged all affiliates to lend their support to the organizing efforts. He especially asked federations, plant committees and locals organizing PPG installations in their own countries to participate.

From Brussels, Belgium came word that La Centrale Generale FGTB was sponsoring a four-hour workshop at the Cellular Glass Insulation Plant (a PPG affiliate) in Tesserderlo, Belgium as one demonstration of protest and solidarity for our efforts.

Back home in the states, PPG may be wishing by now that it had never opened this particular can of worms, since (as reported in *International Teamster* last month) the U.S. House Education and Labor Committee's Subcommittee on Labor Management has begun conducting hearings on pressures on workers in today's workplace, eyeing especially the union-busting tactics employed by some companies. Not surprisingly, PPG was a prime example cited by Local 391 President R. V. Durham in his testimony before the committee.

The committee plans to continue its hearings in early February, and has said it will subpoena, if necessary, foremen, supervisors and officials at the North Carolina plant, to find out what's been going on.

A former foreman for PPG industries, Inc.'s Lexington plant recently charged that company officials bugged the employee cafeteria to record conversations during Teamster Local 391's drive to organize the plant in 1978.

His affidavit was included in the formal record of the subcommittee, although the man did not attend the session.

The exforemen, who worked in the company's forming department for nearly six years. said in the affidavit that the employee cafeteria was wired for sound during the union's organizing campaign. He said employee meetings and preshift meetings, some of which could have been related to the union's campaign, were taped by the company.

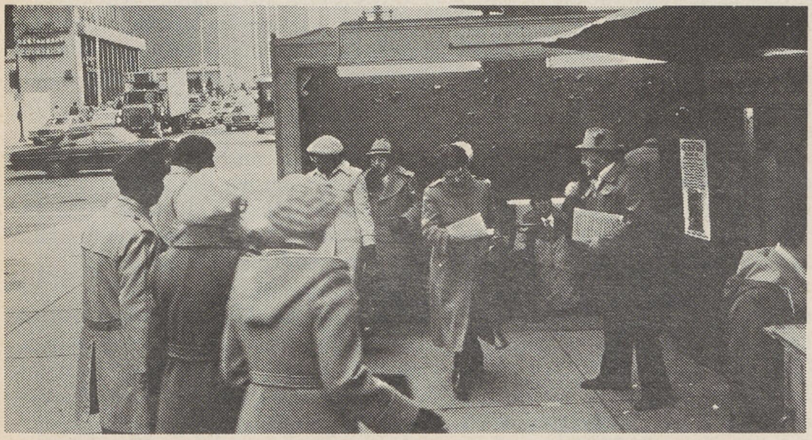
He added in the affidavit that a forming department supervisor ordered the wiring of the cafeteria.

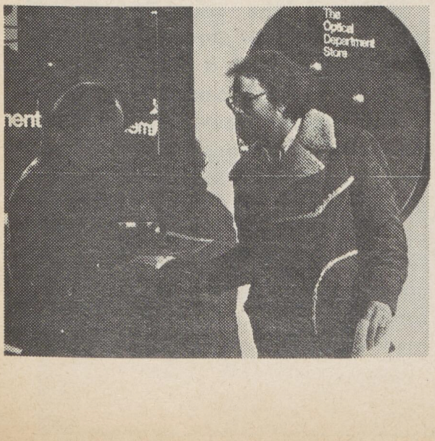
The man also charged that the company's attorneys instructed foremen to intimidate workers during the union's organizing drive. He said the attorneys intimated that foremen who intimidated employees would get preferential treatment by the company, according to the affidavit.

His affidavit, carried to the hearings by Local 391 officials, was placed into the record after Subcommittee Counsel Fred Feinstein had inquired into why the man did not attend the hearing. Feinstein noted that the subcommittee wanted to know if the man was pressured by anyone not to attend the hearing.

Fred Feinstein also said that the ex-foreman, Jessie Hogg, an attorney for PPG and members of PPG's corporate staff will be subpoenaed, if necessary, to testify before the subcommittee during its next round of hearings.

Union-busting is becoming an area of increasing interest across the nation. In Ohio, for example, the state legislature held hearings in January, at which Local 391 Research Director Scott and PPG-fired employee Terri Drake, testified about the practices involved in the company's union-busting efforts.





Both detailed for the legislature the increasingly prevalent tactic many employers are using of maintaining unionized plants in the North, while building new plants and transferring operations to the sunbelt and right-to-work states especially, where they can get away with paying lower wages and offering fewer benefits.

PPG, which had 1978 sales of $2.8 billion, has three N.C. plants—fiberglass plants in Lexington and Shelby and a plastics fabrication plant in Newton. Total N.C. employment is about 3,200.

Nationwide, PPG employs about 37,000. More than 17,000 are production and maintenance workers, a company official said, and about half of them are unionized.

Local 391 and its potential members at PPG have been heartened by the massive outpouring of support for their efforts. The campaign to bring PPG to the bargaining table continues, and is in high gear.

Not only was the Teamsters' nationwide distribution of literature a complete success, but new initiatives are being planned to bring Local 391's case to all Americans. If PPG wants to act like J.P. Stevens, American workers can treat them that way, by boycotting their products and making sure every citizen knows they are flaunting the laws of our land.

First on the IBT list of things to accomplish in coming months is to get the three fired PPG employees back to work—an action the company is still stalling on, three months after an NLRB order to do so. Next are the congressional hearings, at which we will be active and interested participants. Another national leaflet distribution is in the works. And even now, plans are under way to begin organizing other PPG plants around the country which are unorganized.

"We're going to go after them all, if that's what it takes," says IBT Organizing Director Norman Goldstein of the continuing campaign. "But in the end, Local 391 and PPG workers will get a contract!"

The union is calling for consumers to boycott Zerex Antifreeze-Coolant, PPG paints, painting supplies and PPG glass.

Local 391 and your Union need your support.

Please boycott PPG products and let the company know how you feel by writing their corporate headquarters in Pittsburgh, Pa.

Protecting Workers' Economic Priorities

THE Pay Advisory Committee, of which General President Frank Fitzsimmons is a member and General Secretary-Treasurer Ray Schoessling is an alternate, met in early and mid-January to finalize its recommended program for the Carter Administration's second-year general pay guideline standards.

The advisory committee, which has 18 members including six from labor, was formed by President Carter in October, 1979, with the major function of advising the Administration on the development of its second-year wage standards program. Since then, the committee has been grappling with the formulation of a program that not only will ease the inflationary pressures on the economy but will protect workers and business from its impact.

At a January 8 meeting, the committee neared agreement on its final proposals to the Administration.

One of the committee's major recommendations was its proposal that the Administration scrap its seven percent wage guideline in favor of new standards that would permit pay increases in a range from 7½ to 9½ percent a year.

The pay committee also agreed tentatively to change the way it accounts for cost of living allowances, by computing them in the future as if inflation were running at 7½ percent rather than the 6 percent figure used now.

The panel also agreed to study the feasibility of developing separate guidelines to apply to pension programs, which often are too complex to calculate as part of a wage package. Firms and unions would be able to choose the method to use.

The panel also agreed to draw up criteria for deciding when a pay settlement may exceed the 9½ percent upper limit. The committee would make exceptions for broad categories of pay contracts.

The current wage guideline is 7 percent, with an extra 1 percent boost allowed for contracts that do not call for automatic cost-of-living increases. However, exceptions will allow some higher pay settlements.

Current pay guidelines also do not count the cost of higher pension payments to retired workers or of extra pension benefits needed to comply with government regulations.

The Jan. 8 session of the Pay Advisory Committee.

Prior to the January 8 meeting, wage panel members had already unanimously voted to exempt from the pay standard employee units whose average straight-time hourly earnings are below $5.35 per hour. The existing low-wage exemption of $4.00 per hour for individual workers will be continued for the present time, the committee decided.

On the question of incremental pay increases, the committee agreed to exempt from the pay guideline existing pay plans and practices that provide for qualification increases to the job rate level; increases associated with defined improvements in an employee's job-related credentials, such as completion of an educational or vocational training program; and regularly scheduled increments, including pay raises based on length of service. Only changes to existing pay plans that would increase the cost of increments or the adoption of a new pay program will be charged against the standard, the committee decided.

The tandem rules were liberalized and encompass relationships limited to health and welfare and pension increases—important for tandems to the freight agreement. These exceptions are self-administered and do not require prior government approval.

These recommendations have already been accepted by the Administration through Alfred Kahn, chairman of the Council on Wage and Price Stability.

Agreement on major issues was worked out among the various groups by John T. Dunlop, former Ford administration labor secretary, who serves as chairman of the panel.

The committee expected to complete work on the pay standard at its Jan. 22 meeting, and formally recommend the plan to the Council on Wage and Price Stability, which oversees the guidelines program.

Although the council technically does not have to agree to the panel's recommendations, it would be hard-pressed to reject them.

The Teamsters have fought throughout the deliberations to maintain parity for workers in the face of ravaging inflation. The pay standards are voluntary, and they must be fair to all to function effectively. The union will continue working for your interests in this regard as further decisions are made on these and related questions.

DEREGULATION

Will It Do for Trucking What It's Done to the Airlines?

IN A FEW WEEKS, Congress will begin a major debate on legislation that ranks as one of the most virulent anti-labor bills in history—the so-called Trucking Competition and Safety Act.

If this bill is passed—and it has some strong Administration and Congressional backing—thousands of Teamsters employed in the trucking industry could lose their jobs, their wages and even life and limb as highway safety deteriorates. Millions of our members and their families as consumers also stand to be affected.

Any rational analysis of this legislation will show that far more harm, and very little good, will come to American working men and women, should this ill-conceived and ill-advised bill be enacted.

As bad as this legislation is for organized labor in general and workers in the trucking industry in particular, it also offers little comfort to business and industry and the millions of other consumers they serve.

The fact of the matter is that labor and management both are solidly aligned against deregulation of the trucking industry.

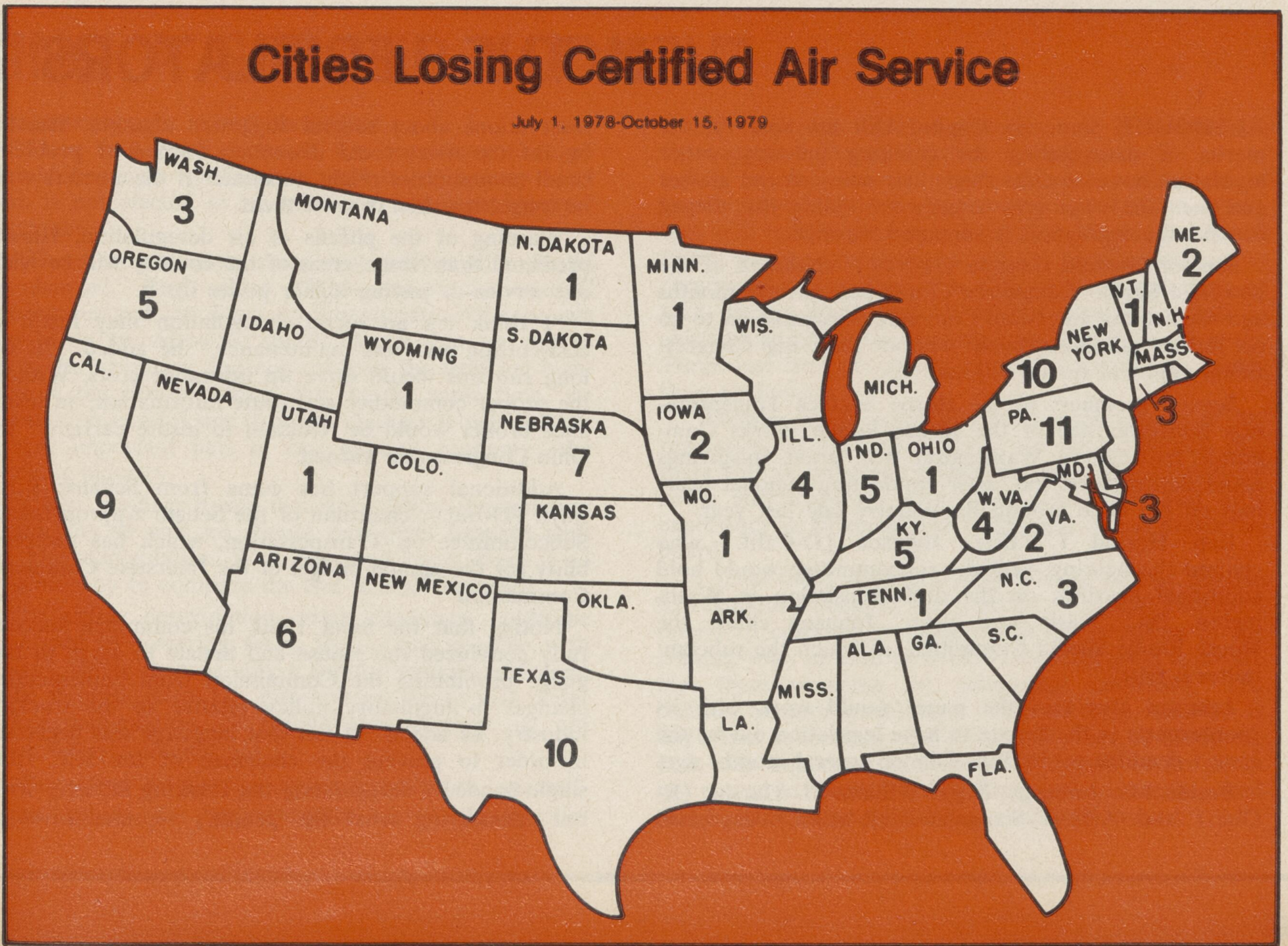
The trucking industry doesn't want deregulation; many manufacturers, wholesalers and retailers don't want deregulation; highway safety experts don't want deregulation; the insurance industry doesn't want deregulation; transportation lawyers don't want deregulation—the list goes on.

Simply put, you have to look pretty hard to find out just who is in favor of deregulation, outside of a handful of politicians, anti-union employers and a few bureaucrats at the Interstate Commerce Commission (ICC).

Nevertheless, the politicians continue to push strongly for deregulation of the trucking industry in the hopes of earning political votes at the expense of brother and sister Teamsters.

While it still may be too early to pass full judgment on airline deregulation, rising passenger fares, soaring costs of air freight and increasing abandonments of regularly scheduled service to small and medium-size cities should serve as clear warning signs for even the staunchest defenders of transportation deregulation.

Air freight shippers are well aware of the difficulties that must be faced in a deregulated marketplace. "So far under deregulation, air freight rates have jumped an average of 30



Cities Losing Certified Air Service

July 1, 1978-October 15, 1979

percent," says William J. Augello, executive director of the Shippers National Freight Claims Council.

Augello added that deregulated airlines also have reduced the amount they are liable to pay customers for cargo that is damaged, lost or stolen, forcing higher insurance costs on businesses depending on air freight to move their products.

Compared with the 30 percent air freight hike, trucking rates last year rose an average of only 7 percent under the supervision of the Interstate Commerce Commission. Regulated trucking was one of the few industries in the past year to stay within price rise standards recommended by President Carter.

Meanwhile, airlines are saving their ticket price discounts for attracting new riders and vacationers while ignoring their steady passengers such as businessmen.

Businessmen or anyone who must make a flight on short notice usually cannot take advantage of ticket savings offered under such special conditions as night travel, week-long layovers, or advance purchase plans.

For instance, a recent check showed that American Airlines charged $362 round trip for a regular ticket on a flight from San Francisco to Dallas, Texas, but only $217 for the ticket bought one month before take-off.

United Airlines charges $204 round trip between Washington and Chicago. If this ticket is purchased 30 days in advance, the cost is $123.

Aside from the sharp differences in fares, the basic rates also are rising dramatically. Standard coach fares have increased by an average of 32 percent in the past year.

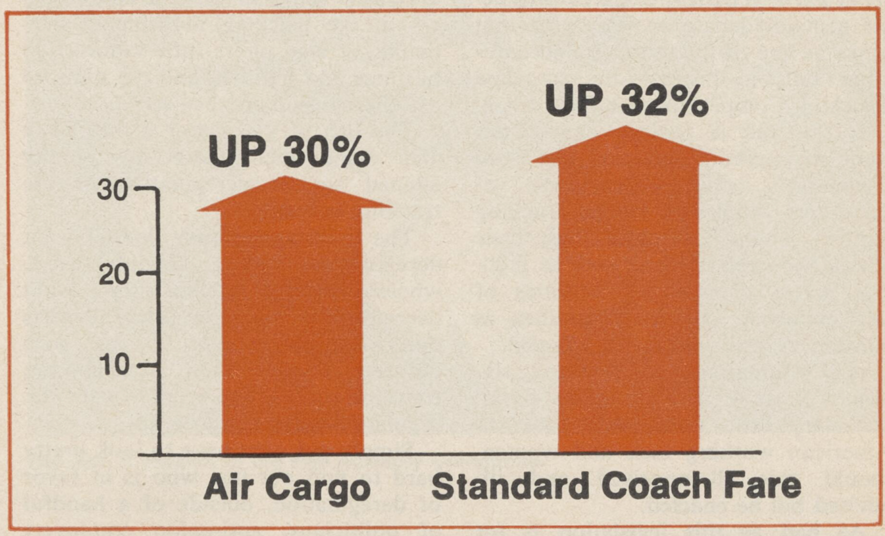
A Civil Aeronautics Board analyst says, "This is how competition works. The businessman hasn't screamed about it. He passes the differences on to his customers."

Similarly, Lawrence Burian, president of the National Air Transportation Association (NATA) notes:

"Deregulation, despite all good intentions, initially has brought a massive shock to the air transportation system.

"Dislocation of traditional travel patterns is close to disaster in many areas, as the certificated scramble to reduce or eliminate service."

Burian continued, "The problem is particularly severe for business travelers based in the so-called smaller cit-



EVEN THE LEGISLATORS ARE T

ALTHOUGH some on Capitol Hill are sold on the merits of deregulating the trucking industry, other legislators have already shed their rose-colored glasses and seen the large gray areas surrounding the alleged benefits the legislation is supposed to offer.

Senator Howard Cannon (D-Nev.), chairman of the powerful Senate Commerce Committee, several months ago warned the Interstate Commerce Commission to go no farther administratively without receiving Congressional approval for its actions.

Several members of the House Surface Transportation Subcommittee of the House Public Works Committee returned to Washington with grave misgivings about deregulation too, after conducting regional hearings on the issue around the country late last year.

Rep. Harold T. "Bizz" Johnson (D-Calif.) who chaired the hearing, said the subcommittee would hold additional hearings on the draft legislation in Washington, D.C. "early next year." Johnson chairs the House Public Works Committee, of which the subcommittee is part.

Johnson also said the panel would work with its counterparts in the Senate to have legislation out by the June 1 deadline set by Sen. Cannon several months ago.

Beside Mr. Johnson, Reps. William H. Harsha (R-Ohio) and Arland Stangeland (R-Minn.) expressed reservations about several suggested changes. Harsha, by far the most vocal dissenter, warned of problems small communities might encounter if the carriers were no longer required to serve them.

Warning of the pitfalls of air deregulation, Harsha predicted that "some areas of the country will be without service or paying higher prices for it.

"I think it's no secret deregulation may result in cost-cutting and less maintenance," he added. "In the long run this would drive up insurance costs. Without the proper commodity and route information, an insurance broker would be reluctant to insure carriers," the Ohio Congressman warned.

Additional support has come from Senator Birch Bayh (D-Ind.), chairman of the Senate Appropriations Subcommittee on Transportation, which has responsibility for the annual budget of the Interstate Commerce Commission.

Noting that for fiscal 1980, his committee successfully convinced the House and Senate to agree to language prohibiting the Commission from implementing changes in regulatory policy relative to the trucking industry, he added: "I felt that language was necessary in order to prevent the chairman of the ICC from single-handedly deregulating the trucking industry without considering what the people's representatives in ies, because deregulation permits certificated and other carriers, under stated conditions, to cease services at cities by filing notices, and the 'smaller' communities have been placed at the very top of the carriers' lists. That's bad news for the traveler."

While deregulation of the airlines continues to be examined, opposition to the truck deregulation legislation is growing.

In a recent speech, the president of General Motors Corporation spoke out in favor of continued regulation of the motor carrier industry. Elliott M. "Pete" Estes could have been a speaker for the IBT when he noted "the need for some roles in trucking are as legitimate today as they were in 1935."

Estes continued, "Through regulation, the government safeguards the quality and the level of service of motor carriers while at the same time protecting the health and safety of the public which uses them."

We couldn't have said it better ourselves.

Other comments supporting continued regulation of the trucking industry are coming from practically every quarter of American society.

In a formal statement to the Oregon State Senate, Roy J. Sampson, transportation professor at the University of Oregon, put forth some strong personal opinions regarding the benefits of regulation in general.

"Having lost my life's savings of about $10 in a bank failure in 1932, my free enterprise principles certainly are not offended by the existence of the Federal Deposit Insurance Corporation," Sampson noted.

"Nor am I offended by regulatory controls which establish minimum standards for entering into and continuing in the practice of medicine and law. These controls may result in higher prices for medical care and legal services, but they also benefit consumers by promoting better care and services."

Sampson continued, "In my opinion, a safe, efficient and reliable freight common carrier system—including motor carriers—is just as important to the performance of our overall economy as are safe banks and competent medical doctors and attorneys.

"In all of these cases there are both costs and benefits of regulation, and in all of them, the benefits far outweigh the costs."

Sampson told the Oregon State Senate that regulation of the trucking industry is not conducted for the benefit of the regulated carriers.

"Regulation may indeed have some benefits for the regulated carriers, as the Federal Deposit Insurance Corporation benefits banks, but in both cases this is a necessary side result. Consumers are the major beneficiaries," Sampson explained.

He also noted that motor carrier regulation was designed to be administered to assure that the nation has a core of financially sound and responsible carriers who are legally obligated to provide safe, adequate and continuous services to all who want such services at reasonable rates and without discrimination.

Sampson concluded, "The sixty-four dollar question is whether we can come closest to getting the kind of freight transportation system we want with or without motor truck regulation.

"The facts are: that we have tried the without-regulation approach and it did not work well; that with our system of regulation we clearly have the world's best freight transportation system; and that published reports show that leading shippers' organizations and most individual shippers overwhelmingly support continued trucking regulation."

Teamsters across this country also have made known their opposition to trucking deregulation legislation at every opportunity.

Brother Chuck Mack, secretary-

RE TAKING A SECOND LOOK

Congress thought about this subject.

"These important decisions (on regulatory change) should be made by Congress, not by an agency head who is not elected to his office by any constituency," Bayh noted.

"There are obviously some past policies that should be changed," Bayh added. "If we can streamline ICC procedures and cut down on bureaucratic red tape, we should do so. Also, we should do all that we can to leave the operation and control over the trucking business in the private sector. But, at the same time, we have to be careful not to make changes which destroy a very important part of our nation's economy—the trucking industry.

"Often, we hear it said that since airline deregulation is working so well we should now push forward with trucking deregulation. Well, as we all know, there is no possible way to compare the two issues," he noted.

"In airline deregulation, more customers could be generated by lowering fares; that is not possible with freight, where there is only a definite amount of freight to be shipped. Also, I'm sure you are aware that under airline deregulation, air freight charges went up, not down," Bayh pointed out.

"Regarding air service since deregulation, in testimony before the subcommittee, Civil Aeronautics Board Chairman Cohen stated that over 200 communities have lost all service since deregulation.

"As far as Indiana is concerned, I recently received notice from United Airlines that as of April 1, 1980, they will reduce their service in Fort Wayne and South Bend. We are attempting to get the service restored by commuter airlines, but it is difficult to expect them to take up the slack and fill all the gaps being left in aviation service when the large air carriers leave town. There just isn't enough equipment available to enable them to do that.

"Another major concern I have is the effects of deregulation on aviation safety. I am not convinced that there will be no safety impact as new small air carriers come into existence with pilots who have had little experience in flying aircraft with eight to ten people on board.

"I have these same concerns, among others, relative to regulatory changes for truckers. For that reason, I intend to carefully monitor the ICC's activities in the coming year, as well as work within Congress to insure that these concerns are adequately addressed," the Indiana Senator concluded. "The trucking industry is important to Indiana and a large number of Hoosiers. It is also important to America. I intend to do all in my power to see that the industry remains strong and that Indiana communities are adequately served."

treasurer of Teamsters Local 70 recently told a House Committee on Public Works and Transportation hearing in San Francisco that California towns and cities would be severely hurt by any move to deregulate the trucking industry.

"In California, particularly northern California, most of our communities are not served by railroads and therefore are wholly dependent on reliable and efficient truck service to move all consumer, agricultural and industrial goods," Mack explained.

"Most of these communities receive satisfactory motor carrier service despite the fact that carriers could utilize their equipment more efficiently . . . if they limited their service to lines between major centers such as San Francisco and Los Angeles or between the Bay Area and large metropolitan areas to the east such as Salt Lake, Denver and Chicago."

Mack continued, "The regulated carrier today has an obligation to render service to the smaller communities that he is authorized to serve, and must handle small as well as large shipments and serve small as well as large shippers."

Mack told the Senate panel that truck transportation to and from the small California communities would "largely dry up" if deregulation becomes the law of the land.

"Under deregulation, not only would most of the small communities in California cease to receive service, but many of our members who are now driving the trucks that serve those communities would lose their jobs."

Mack concluded, "We hope Congress will retain strong entry requirements and pass constructive legislation which will insure a healthy, stable trucking industry which is so essential to all Americans and to our membership."

Similar testimony was presented to a joint House/Senate committee hearing in Chicago by James Jesinski, secretary-treasurer of IBT Local 200.

"Deregulation of the trucking industry will immediately and adversely affect our members," Jesinski told the committee members. "Intercorporate hauling and permitting unregulated carriers to backhaul regulated commodities are matters of grave concern to us."

Jesinski said the IBT membership supports continued regulation of the trucking industry because "our jobs, our wages and our safety are directly affected by control of entry; the obligations of common carriers; adequate rate increases; and specifying that whenever a regulated carrier enters into a lease with a driver, the driver will be deemed an employee of the carrier."

Brother Jesinski urged Congress to pass legislation that would require the Interstate Commerce Commission (ICC) to consider a number of facts before granting new operating rights for carriers, including making findings regarding the operational feasibility of the proposed service, the adequacy of existing service, and the effect on highway safety and on the energy efficiency of existing carriers. "We believe that anyone seeking a certificate must demonstrate that his operations will be energy-efficient, economically feasible and will not adversely affect highway safety," Jesinski said.

He added, "We believe the ICC should also consider the adequacy of existing service and the effect that granting the application would have on the fuel usage and the ability of existing carriers to operate economically.

"Our workplace is on the highways and we think the ICC should not be permitted to flood the highways with unnecessary and unsafe equipment. We face too much of both today."

Turning to highway safety, Jesinski noted that the safest driver is the driver for a regulated company. "That carrier and its insurance company must have a good safety record," he said.

"Exempt and private haulers are interested only in low rates and speed. Regulation is the only effective means of achieving safety."

As for unrestricted entry into the industry, Jesinski noted that the people who will be seeking authority from the ICC if effective entry controls are not required by Congress will be those independent owner-operators who now transport exempt commodities, private carriers, or newcomers lured into the business by the false hope of making large profits.

"All will take traffic away from regulated carriers. They will say that taking the traffic is necessary to eliminate an empty backhaul, but they will be taking a fronthaul away from a regulated carrier and, therefore, from that carrier's drivers. The amount of traffic won't increase.

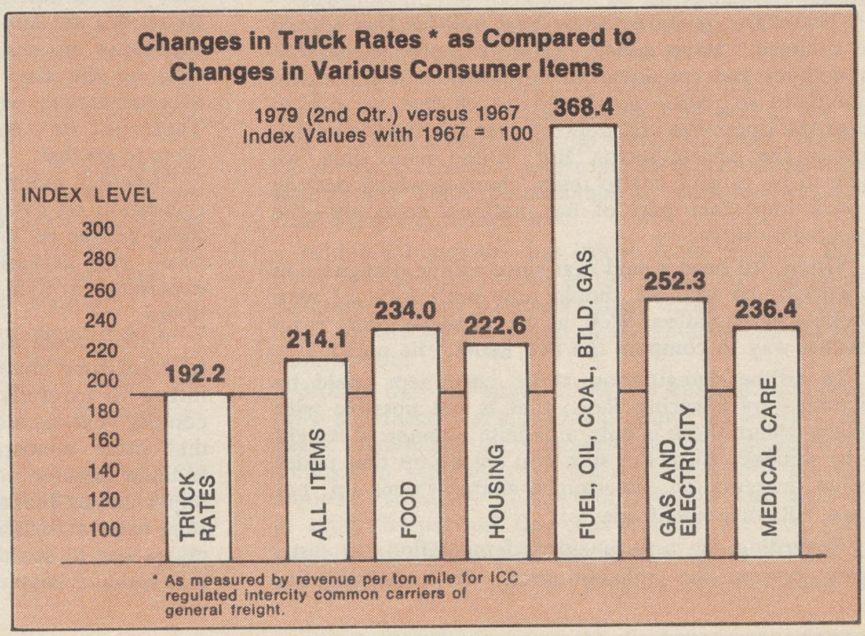
"In the long run," Jesinski said, "we don't believe that elimination of entry controls will benefit the independent owner-operators or small companies who will flood into the industry to obtain certificates from the commission. These individuals and small companies will not be able to withstand the resulting cutthroat competition. Most of them will go bankrupt, losing their life savings and equipment."

While the testimony of IBT officials will continue to present the full range of objections to deregulation legislation, it is time for each and every Teamster to join in the fight.

IBT General President Frank Fitzsimmons urges Teamsters everywhere to call and write your congressman and senators. Let your elected representatives know how you feel about deregulation, about your concerns for your jobs, your wages, and your safety.

Deregulation of the trucking industry is a threat to the welfare and well-being of hundreds of thousands of Teamsters across the country.

This message must be carried to Congress!



* As measured by revenue per ton mile for ICC regulated intercity common carriers of general freight.

PAN AM/NATIONAL MERGER IS OFFICIAL

IT'S official! On January 7, 1979, Pan American World Airways and National Airlines became one, in one of the largest mergers in aviation history.

With the integration of National into Pan Am, the airline takes a position as the world's fourth largest.

Prospects for a smooth takeover were clouded by recent changes in the aviation industry, caused largely by deregulation of the industry and increasing costs to fuel the equipment.

This has precipitated some questions about details once thought ironed out. Pan Am Chairman William Seawell said in early Janaury that combining the two companies "will be a tougher integration than what we hoped in 1978 . . . In any integration of this magnitude there are bound to be more questions than answers."

Labor now appears to be one area of difficulty, with many issues to be settled, Pan Am officials have suggested.

The 24,000 employees of the two lines belong to seven unions, and more than 30 labor issues are raised by the merger, "presently the most serious delay to early integration," William R. Roy, a Pan Am vice president, told a news conference recently.

"As quickly as we resolve labor issues, we will integrate airport facilities and ticket offices," he said.

Seawell said he does not think the merger will provoke strikes, even though the negotiations will involve "ups and downs." He also did not flatly rule out layoffs of some of the line's union and nonunion work force.

Pan Am bested Texas International and Eastern Air Lines to acquire National for $50 a share under a proposal approved by President Carter on Dec. 22. Pan Am's $400-million purchase provides it with the domestic route system it has long sought.

It did not, however, receive National's highly prized London-Miami service which, Seawell said, accounted for an estimated 15 percent of that line's operating profits.

The CAB is conducting separate procedures before recommending who should get the route.

Seawell said Pan Am faced a "stacked deck" with the CAB in obtaining the route. "I doubt we will get a full and complete hearing," he said. "In this crazy regulatory environment it is impossible to forecast the odds."

Teamsters employed by Pan Am and potential new Teamsters now represented by other unions can rest assured that the union and the IBT Airline Division will do their best to protect the interests of all workers involved in the merger.

Teamsters Pledge OCAW Their Support

IN a display of union solidarity, the Teamsters have pledged their support of a strike by oil refinery workers represented by the Oil, Chemical and Atomic Workers Union.

Teamsters General President Frank Fitzsimmons sent a telegram pledging the union's support of OCAW efforts to Robert F. Goss, its president in mid-January, promising to support and assist the strike effort "in any way legally possible."

Prior to the Teamsters involvement the strike, which began January 8, had had little impact, since supervisors had managed to keep most struck refineries operating at normal levels.

OCAW is renegotiating the second year of a two-year contract for some 60,000 oil workers. The union, which says its workers operate about 70 percent of the nation's refining capacity, is seeking a "substantial" wage increase and a uniform, fully paid health plan for its members.

"We sincerely hope that through trade union solidarity and cooperation, your strike will shortly bring the oil industry bargainers to agree to give your members their fair share of the exorbitant profits that the oil industry is currently enjoying," Fitzsimmons concluded in his statement of support and solidarity.

LITTLE CITY FILM IS AVAILABLE

LIFE at Little City—it achieves so much for so many.

Recently, to demonstrate the advancements being made in the treatment of the mentally and physically handicapped and the excellent results that can be accomplished, Little City in Palatine, Ill., produced a film about the community and its activities.

Since Teamsters have so generously supported Little City's activities in the past 11 years through their contributions and the annual Frank E. Fitzsimmons Invitational Golf Tournament, International headquarters is making several copies of the film available for use by Teamster affiliates.

Available in videotape cassette or 16 mm film, it can be obtained after February 1, by contacting the Communications Department at headquarters in Washington, D.C.

Little City is truly achieving miraculous advances for handicapped youngsters through its rounded habilitation, social and job training programs. The International Brotherhood of Teamsters is proud to say it's been one of Little City's supporters.

TEAMSTERS ENDORSE

By Don Rodgers
IBT Director
of Energy and Gov't Relations

THE Teamsters General Executive Board has just endorsed a national energy program, designed to protect the interests of our two million members, their families and our hard won standard of living. A high level committee composed of the General President, the General Secretary-Treasurer and the five area directors will work toward the implementation of a series of energy-related activities on behalf of Teamsters throughout the country.

These energy issues stand to be the most important concern of the IBT in the coming decade. Unlike any other problem we are considering, the present energy crisis promises severe implications to not only our families, but to the diversified industries where our members are employed.

Such an action plan will make it very clear to the leadership of this country that the urgency IS indeed a very real threat to our national economy. We are a formidable organization of concerned citizens, quite capable of organizing and fighting for those issues that threaten our personal livelihoods and those of national security.

There are several key points that need to be brought to the attention of our local and national leadership:

- The dependence on foreign oil must be cut.
- It is absolutely necessary that we devote all our attention to securing every possible amount of energy to provide for a growing nation and expanding work force.
- A strong, consistent energy policy is vital before we can advance the standard of living for ALL our citizens. If we don't, the cost of energy may soon go beyond the reach of many segments of our communities.
- We cannot ignore the defense of our country and the urgency of economic and military protection.
- Our hard won wages, pensions, benefits and conditions are at stake in this fight.

ENERGY ACTION PLAN

Teamsters from coast to coast are taking a stand on the energy concerns that face us in the coming decades. They are issues of the gravest consequences to us, to our country and to our employers. The following points highlight some of the basic principles that will guide our national energy plan:

- Recognition that voluntary conservation measures provide immediate and needed energy gains;
- Encouragement by the government (through research grants and tax incentives) for the development of ALL alternative energy sources;
- Particular and immediate attention should be devoted to the one domestic resource we can count on—COAL. As emphasized by the General President in his first message of the decade, coal is easily available to our country to burn with safeguards, liquefy and gasify. It should be our top priority.

It is quite clear to all of us that no further delays should be taken. Action must be immediate to prevent further domestic crisis. For the last five years we have been looking to our government for a strong, hard-nosed energy program. The country desperately needs a consistent energy focus, a plan that will establish our energy independence antd rebuild our domestic energy production.

THE LAST SIX MONTHS

The last six months have been a real learning experience for most Americans. Before, public realization of the severity of the energy crisis was limited to the price and the supply of gasoline at the local service station. We are becoming more aware of the irreplaceable part energy plays in the maintenance of our economy.

In light of recent events in the Mideast, it is becoming increasingly apparent that a stable energy pool is vital to the long-term welfare of our membership and the ability of our employers to stay in business.

There is no simple answer for the current energy dilemma. As near as we can determine, the dependence on imported oil and the unpredictable jumps in price continue to feed inflation. Inflation, in turn, has been eating away at the very essence of our negotiated contracts.

Our wage rates have been

E A MASTER PROGRAM

victimized by the gradual deterioration of the American dollar throughout the world. The process has been complicated by the confusion in the gold and silver markets. We believe that the United States is getting the 'short end' on this deal, and furthermore, feel that each of these problems has its roots in the Middle East.

As we have discussed before, events in Iran and Afghanistan have proved to be major setbacks to the security of those oil-producing countries, as well as a reflection of the declining prestige and power of the United States.

We can no longer count on the stability of those countries. We can't be sure that Saudi Arabia and other friendly OPEC nations will be able to fill our growing demand for oil.

One would have thought we would have cut this dependence on imported oil long ago. Yet since the last Arab cutoff, less than seven years ago, this country's daily infusion from OPEC increased from 30% to 48% of our total energy supply. That dependence becomes even more frightening, in light of the deteriorating political situation in the Middle East.

Teamsters have waited and watched the growing urgency of this energy situation and found the government's actions to be slow and oftentimes inappropriate in dealing with the long-term and apparent dangers to our economic system.

The fact remains, we are not helpless. This country doesn't need to be held hostage by an unpredictable series of events across the globe. The energy opportunities exist in this country and they must be developed to avert the threat to our economic system and national security.

Recent findings support the IBT's concern for developing alternative energy sources.

In one of the most exhaustive studies ever conducted by the National Academy of Sciences, the nation's leading experts agreed on two major points. First, that burning coal was going to be necessary to maintain our current level of electrical production. Carbon dioxide accumulations in the atmosphere will not become a major environmental issue until the early decades of the 21st century. Secondly, we *must* accelerate our development of nuclear power plants. The breeder reactor should again be considered and research and development focused on the potentials of electricity from the fusion process. This reactor uses a system that has been compared to the unlimited energy of the sun, but isn't due to be operational for another 30 years. The fusion reactor promises a large energy return, with minimal safety risks and basically no waste products.

Hydroelectricity, steam from geothermal wells, wind-powered electric units and the development of bio-mass offer real, workable alternatives that promise to make a small, but noticeable impact on the total energy future of the United States.

There are countless processes for generating energy available to us as a nation. What we lack is the firm national commitment to develop these alternative energy programs.

REALISTICALLY

Existing petroleum resources would hardly fill two weeks of our present domestic energy demands if another cutoff were to occur. At our present rate of progress, when the existing supplies are cut off again, it may be too late to save ourselves from serious, possibly permanent damage. It is becoming more apparent what must be done to insure the long-range energy independence that this country needs to grow.

Increasing numbers of our children will be entering the labor market in the next ten years. Based on Department of Labor statistics, we will need almost 18 MILLION new jobs to accommodate this surge in the work force. More retirees are looking for a second career and are finding that they need this employment to supplement their income after retirement.

The energy must be there to meet these growing needs: for employment, for our existing transportation systems, and finally, for the development of industrial and manufacturing goods that rely on petroleum derivatives.

FINALLY

It seems to us that the leadership of this country is not going to act unless the people demand it. The struggle is very real and we stand to lose everything we have worked for throughout the years. Teamsters from coast to coast will be called on to join in the fight for immediate energy action.

With the much scrutinized Iowa precinct caucuses January 21 began the 1980 political campaign which will this fall culminate in the election of not only a President and Vice President, but 34 Senators, 435 Representatives and 13 Governors.

The gates for this year's presidential race swung open to an unusually crowded field of contenders, many of whom may quickly find themselves winnowed out of the competition as the complex process of selecting our presidential candidates unfolds.

Challenging President Jimmy Carter for the Democrats' nomination are Calif. Governor Jerry Brown and Senator Edward Kennedy (D-Mass.). Carter took the early lead when he ran away with victory in the Iowa caucuses with a 2-to-1 lead over his competition.

Hoping to edge each other out for the Republicans' nod were: Rep. John Anderson (Ill.), Senator Howard Baker (Tenn.), former U.N. Ambassador and Congressman George Bush, Rep. Philip M. Crane (Ill.), former Texas Gov. John Connally, Senator Robert Dole (Kan.), former Calif. Gov. Ronald Reagan, and as a long-shot possibility, former President Jerry Ford, who currently says he's not interested in running. In Iowa's competition, it was Bush and Reagan neck-in-neck. And it was on to New Hampshire for all.

There are, however, going to be other campaigns and this is the breakdown on where they'll be held and when.

HOW THE CAUCUSES WORK

IN 1980 16 states will select their national convention delegates through caucus/convention systems. Yet for most Americans, those systems remain somewhat of a mystery. That is not surprising, for the process is complex and varied. Each state uses its own particular set of rules and procedures. But one more or less typical system is Iowa's; here's how it works:

The Republican and Democratic parties in Iowa will hold caucuses—or open meetings—in each of the state's 2,531 precincts or townships on January 21. Any eligible voter may attend the caucus of his party. If he is not registered as a Democrat or Republican, he may declare a party preference—or even switch—at the caucus. Those who show up—ranging from two to two hundred—elect delegates to the county conventions. The number of delegates they elect varies according to the vote cast in that precinct for the party's last candidate for governor. Thus, 100 people might attend a caucus to elect 10 delegates. And, at the same time, 20 people might attend another caucus to elect 12 delegates.

The Democrats begin their caucuses by dividing according to presidential preferences. Then each "subcaucus" (made up of supporters of a particular candidate) elects its share of the total number of delegates. If 50 people attend a caucus to elect 10 delegates, and 20 of the 50 are for Jimmy Carter, those 20 elect 4 delegates.

The Republicans elect their delegates as individuals. Participants may weigh the presidential preferences of the delegates in their thinking or simply vote for the individual delegate they prefer. One presidential candidate may win all the delegates elected. Or he may not.

This whole process is repeated at the 99 county conventions, which elect delegates to the state and district conventions. Those conventions then do it again in electing the national delegates. Delegates may change their minds at any step in the process.

Presidential Primaries

Date	*State*
Feb. 17	Puerto Rico (R only)
Feb. 26	New Hampshire
March 4	Massachusetts
March 4	Vermont
March 8	South Carolina (R only)
March 11	Florida
March 11	Georgia
March 11	Alabama
March 16	Puerto Rico (D only)
March 18	Illinois
March 25	New York
March 25	Connecticut
April 1	Wisconsin
April 1	Kansas
April 5	Louisiana
April 22	Pennsylvania
May 3	Texas (R only)
May 6	Indiana
May 6	North Carolina
May 6	Tennessee
May 6	District of Columbia
May 13	Maryland
May 13	Nebraska
May 20	Michigan
May 20	Oregon
May 27	Kentucky
May 27	Nevada
May 27	Idaho
May 27	Arkansas (D only)
June 3	California
June 3	Mississippi (R only)
June 3	Montana
June 3	New Jersey
June 3	New Mexico
June 3	Ohio
June 3	Rhode Island
June 3	South Dakota
June 3	West Virginia

Note: States not holding presidential primaries pick candidates at state conventions.

National Conventions

July 14	Detroit, Mich.—Republican national convention opens
Aug. 11	New York City—Democratic national convention opens

ELECTION '80
Dates That Will Count

Nominating Primaries

Date	*State*	*Terms That Expire, Offices to Be Filled*
March 18	Ill.	24 Reps.; Sen. Stevenson*
April 22	Pa.	25 Reps.; Sen. Schweiker*
May 3	Tex.	24 Reps.
May 6	N.C.	11 Reps.; Sen. Morgan, Gov. Hunt
May 6	Ind.	11 Reps.; Sen. Bayh, Gov. Bowen†
May 13	Nebr.	3 Reps.
May 13	Md.	8 Reps.; Sen. Mathias
May 20	Oreg.	4 Reps.; Sen. Packwood
May 27	Ark.	4 Reps.; Sen. Bumpers, Gov. Clinton
May 27	Ky.	7 Reps.; Sen. Ford
June 3	W.Va.	4 Reps.; Gov. Rockefeller
June 3	Mont.	2 Reps.; Gov. Judge
June 3	S.D.	2 Reps.; Sen. McGovern
June 3	Miss.	5 Reps.
June 3	N.M.	2 Reps.
June 3	Calif.	43 Reps.; Sen. Cranston
June 3	N.J.	15 Reps.
June 3	Ohio	23 Reps.; Sen. Glenn
June 3	Iowa	6 Reps.; Sen. Culver
June 10	Me.	2 Reps.
June 10	S.C.	6 Reps.; Sen. Hollings
June 10	Va.	10 Reps.
Aug. 5	Idaho	2 Reps.; Sen. Church
Aug. 5	Kans.	5 Reps.; Sen. Dole
Aug. 5	Mich.	19 Reps.
Aug. 5	Mo.	10 Reps.; Sen. Eagleton, Gov. Teasdale
Aug. 7	Tenn.	8 Reps.
Aug. 12	Ga.	10 Reps.; Sen. Talmadge
Aug. 26	Alaska	1 Rep.; Sen. Gravel
Aug. 26	Okla.	6 Reps.; Sen. Bellmon*
Sept. 2	N.D.	1 Rep.; Sen. Young*, Gov. Link
Sept. 2	Ala.	7 Reps.; Sen. Stewart
Sept. 6	Del.	1 Rep.; Gov. du Pont
Sept. 9	Ariz.	4 Reps.; Sen. Goldwater
Sept. 9	Conn.	6 Reps.; Sen. Ribicoff*
Sept. 9	Fla.	15 Reps.; Sen. Stone
Sept. 9	Colo.	5 Reps.; Sen. Hart
Sept. 9	Minn.	8 Reps.
Sept. 9	Nev.	1 Rep.; Sen. Laxalt
Sept. 9	N.H.	2 Reps.; Sen. Durkin, Gov. Gallen
Sept. 9	N.Y.	39 Reps.; Sen. Javits
Sept. 9	R.I.	2 Reps.; Gov. Garrahy
Sept. 9	Utah	2 Reps.; Sen. Garn, Gov. Matheson
Sept. 9	Vt.	1 Rep.; Sen. Leahy, Gov. Snelling
Sept. 9	Wis.	9 Reps.; Sen. Nelson
Sept. 9	Wyo.	1 Rep.
Sept. 16	Mass.	12 Reps.
Sept. 16	Wash.	7 Reps.; Sen. Magnuson, Gov. Ray
Sept. 20	La.	8 Reps.; Sen. Long
Oct. 4	Hawaii	2 Reps.; Sen. Inouye

*Will not run again. †Cannot run again.

Election Season Is Here Again

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THE PRIMARIES

PRESIDENTIAL primaries originated with the Progressive movement as a way to wrest control of the nomination from party bosses. Wisconsin, under Governor Robert LaFollette, established the first statewide primary in 1903, and in 1905 the primary included presidential candidates. By 1917 all but a few states used the direct primary for most party selections, and today the primary is used in all 50 states for at least some nominations. As for presidential primaries, there were 17 in 1968, 32 in 1976 and there will be 36 this year. The New Hampshire primary has been the first presidential primary each election year since 1920, and twice in this decade it has been moved up to keep that distinction. Although intended as a popular reform, the people do not exactly flock to it—in 1976 the average voter turnout was 28 percent, dropping as low as 11.5 and 11.7 percent in Rhode Island and New Jersey, respectively.

More Teamsters Attend the Workshop

ATTENDING the most recent Teamster workshop, held the week of January 7-11, participants came face-to-face with the frightening realities of living in an increasingly complex world.

With Russian troops invading Afghanistan and the Iranian crisis still unresolved, Teamsters heard a startling depiction of recent world events from Sven Kraemer of the Republican Policy Committee, who talked about some of the world's trouble spots and how the United States might attempt to defuse potentially explosive conditions there.

Those in the group were left visibly shaken at the end of this presentation.

That was only one of the highlights of the week as 30 Teamsters from around the country visited headquarters for the first workshop session of the 1980s.

Another speaker during the week, James Malloy, doorkeeper of the U.S. House of Representatives, had another appeal to make to the participants. He urged them to get involved in the political process and told them how important it is, in such climactic times, for Americans to maintain close contact with their legislators and advise them of how they feel about issues affecting their lives. He told the Teamsters that their legislators do listen and are interested in their views. That way, ***"you can make a difference,"*** he assured them.

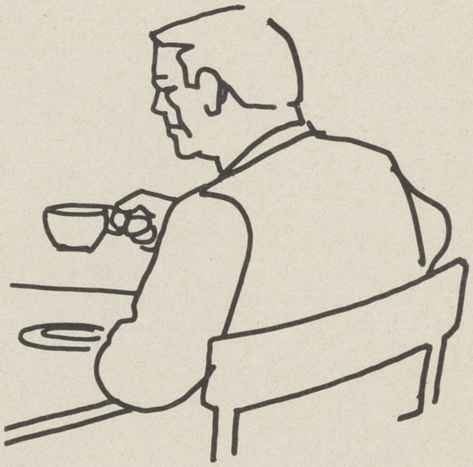
Attending the week-long session were: Organizers John McBride and James Moar and Business Agent Gene Todd, all from Local 25, Boston, Mass.; Business Agents Mike Carr, Orval Givens, Lonzo Smith and Chuck Taylor of Local 26, Danville, Ill.; Janet Phillips, office manager of Local 81, Portland, Ore., and Local 92 Business Agents Gus Nickolas, Thomas Sullivan and Jack Timberlake, all from Canton, Ohio.

Also participating were: John Foley, vice president, Local 132, Calgary, Alberta, Can.; Gene Wells, a business agent from Local 347, West Frankfort, Ill.; Dale Stewart, a trustee from Local 525, Alton, Ill., and Business Agents Robert Gillihan, Rick Milone, Mike Rogers and Gayle Starling, all from Local 541, Kansas City, Mo.

Others in the group included: Business Agents Carl Browning and Chuck Hansen from Local 554, Omaha, Neb.; Bill Tico, a business agent from Local 572, Long Beach, Calif.; William Whelan, president, Local 584, New York, N.Y.; B. W. Hunt, secretary-treasurer, Local 592, Richmond, Va.; Harry Himelwright, a trustee from Local 771, Lancaster, Pa., and Ed Flasch, president of Local 970, Minneapolis, Minn.

From Calgary, Alberta, Can., came Local 987 Secretary-Treasurer Wayne Murray and Business Agent Gene Black. Lucien Boutin, an organizer with Joint Council 10, came from Boston, Mass., while James Hollins, president of Joint Council 79, journeyed from Don Mills, Ontario, Can. to the session. Robert Maier, a representative with the Eastern Conference of Teamsters from Bethesda, Md. also was on hand for the informative sessions.

Irish Clem



An early springtime day in Minneapolis, Minnesota, can sometimes be as cold as in midwinter. It was such a day in 1954. Clem Considine, anticipating rain, had left his house wearing a cap and windbreaker. Now the weather had changed. It was below freezing.

Considine stood near the Honeywell plant gate. He shifted his weight and wiggled his toes against the cold. He held a sheaf of tabloid-sized newspapers under his arm, blowing on his bare hands to warm them. Hand-distributing the *Local 1145 Teamster News* every two weeks was one of the ways he helped the union. He enjoyed the contact with the members as they appeared for work.

Along came three fellows wearing construction clothing. They were dog-trotting. Considine did not recognize them. He thought perhaps they were late for work. Whatever the reason, the workmen were in a hurry.

"Here's your paper," Considine said, offering a copy of the *Teamster News* to the nearest man.

"No thanks, communist," grunted the man and kept jogging.

The remark infuriated Clem Considine. He was 51 years old, five-foot-ten, and a slender 150 pounds. He was no Communist but he was Irish. Considine ran after the workman, grabbed the man's shoulder and spun him around, then socked him on the jaw. The man stumbled and ran into the plant with his two buddies.

Clem thought he might need help if the trio decided to return armed with lumber. He looked around. One of the local union officers was standing nearby at the curb, laughing at what had happened.

"What's so funny, partner?" Considine asked.

"I just can't help it, Clem," replied the officer. "I was thinking what a helluva wrong guy to call a communist. That's something you sure aren't."

Others who had witnessed the brief fracas began appearing. One Local 1145 member came running up. He had been watching from a window in the bellows department on the fourth floor of the Honeywell plant.

The member explained he had seen the three men disappear into a certain area of the plant, adding, "I know where the guy works."

Several other members joined Considine, the union officer and the bellows man. They went to the department where the trio was known to have gone. It developed that the men were strangers employed by a subcontractor who was making repairs at Honeywell.

The union officer invited the name-caller over. The man responded reluctantly, his partners remaining behind but watchful.

"You can either apologize to Clem," said the officer to the construction guy, "or you can get out of here. I've known Clem for years. He's no communist."

The construction man glowered. He stared at Considine and said nothing.

The union officer repeated, "You have a choice—apologize or get out."

Wordlessly the name-caller and his two co-workers departed from the job. They never came back onto the Honeywell property.

In recalling the incident years later, Clem Considine cited it as an example of the mood of the times. It also illustrated union solidarity and showed the affection and respect tendered Considine by other members of Teamster Local 1145. They rushed to his aid when trouble threatened.

In a broad sense, the incident was another signpost marking the end of the McCarthy era, an uneasy period in the history of the nation.

Twenty years earlier there had been turmoil in the United States. Thirteen million men out of work. Hungry families waiting for bread. Joblessness was an angry, rampant disease with symptoms of bitterness and resentment.

The scene was the same in every major city in America. After fruitless mornings of searching for jobs—the signs soon became austere, reading only "No Work"—the unemployed would drift to the city parks by the thousands. They sat in the sun and bummed cigarettes from each other.

Anybody who wanted to mount a park bench and shout loudly could attract a crowd of hundreds, even thousands. In the beginning, only outraged breadwinners would arise and rant oaths at the government, at the employers, at any group they blamed for the miserable conditions. It was a welcome diversion for the listeners.

Then the genuine radicals came along. They spouted one brand of 'ism' or another. Most of the unemployed just listened and grinned at the nonsense. A few took it to heart.

When World War II came along, great governments formed expedient and surprising alliances to fight the Nazis. The most unusual tie was that of the U.S. and the U.S.S.R. The wartime 'marriage' subdued the ardor of the sprinkling of Communists that had sprouted in the unemployed workforce of America in the late 1930's.

But the cold war that followed the end of hostilities revived the home-grown reds in the U.S. By now, a lot of them were union members. They made bids for power in the trade union movement. Nearly every union in the land reacted as did the members of Teamster Local 1145 in the late 1940's and early 1950's.

Patriotic unionists took offense. They were ever mindful that many Americans—people who knew nothing about unionism—believed organized labor was a bastion of communism in the United States.

So Irish Clem Considine, a dedicated unionist, did the natural thing. He socked the guy that called him a Communist.

NOT LONG AFTER THE INCIDENT at the gate, Clem Considine was approached by a co-worker at Honeywell. Herb Jensen had been an army sergeant in the war and was one of the veterans who returned to his old job at Honeywell.

"Say, Clem," Jensen spoke quietly, "where do you live?"

Considine told him.

"I'd like to go home with you tonight," Jensen continued. "I only live a few blocks from you. There's something I want to talk with you about."

"Sure."

Over coffee at Considine's house that evening, Jensen confessed a concern. He was worried about reds in the union. He said: "I've heard some good things from some of the boys about you. I don't think you're affiliated with the communist party."

"You're right, Herb, I'm not." Considine was pleased. Communists had been a worry of his, too. He said energetically, "But I know a couple of guys on the basement crew that don't seem to be up to anything good."

Considine, Jensen and several other members organized a committee. Their aim was to defeat or oust the element that was sowing dissatisfaction and hard feelings within the union. The committee worked openly and met regularly in the local union hall. It gained the support and encouragement of the Local 1145 leadership.

The cooperative campaign paid off. As Considine recalls: "We cleaned house. We made the reds behave themselves. They pulled in their horns. Finally, they just sort of faded away."

The work was done by making certain that all members adhered to the union bylaws and by strict enforcement of the collective bargaining agreement with Honeywell, Incorporated. Management cooperated. There was no favoritism permitted and no exceptions were allowed. The result was total equity for the union membership. Nobody had a real complaint.

On rare occasions when there was a breakdown in communications, Considine and other members of the committee resorted to language of a more stern nature. First to agree that it was not the best way to handle things, Considine also says today that sometimes it seemed the only effective answer.

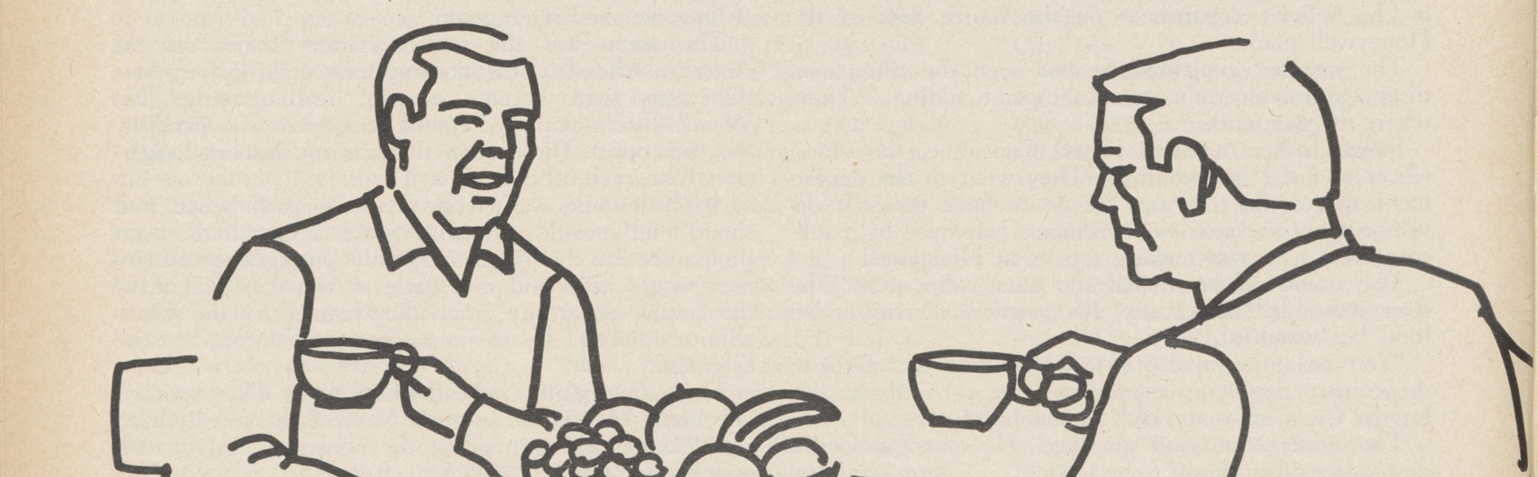
Within a few months, Teamster Local 1145 was untainted.

CONSIDINE WENT TO WORK for Honeywell in 1942. He became a Teamster 11 years later when Local 1145 was granted a charter by the International Brotherhood of Teamsters for 10,000 employees at Honeywell.

He was a leader among those who, in 1953, wanted to bolt from the International Union of Electrical, Radio and Machine Workers (IUE). Considine and other long-time union members never regretted the switch to the Teamsters. In the following years they constantly gained better contracts. They endured only one strike and it was a winner. The strike came in the mid-1960's during an impasse in contract negotiations.

Overage for the wartime military draft, Considine's first job at Honeywell was as a warehouseman in one of the company's numerous plants. Within a few weeks he was made a group leader. His responsibility was to introduce new employees to the job as well as the company.

For 27 years Clem Considine ushered new people to their work. Throughout that time he also served as a



union steward. He was uniquely fitted for the two positions that blended the best attitudes of union and management into one sparkling person.

Clem Considine always liked people. An effervescent man, he showed great interest in everyone he met. People invariably responded in kind. Thousands of Honeywell's new employees were teenagers, many of them receiving Considine's Irish introduction. He liked to talk.

Serving somewhat as a teacher, Clem made it his business to know everything happening in the Honeywell plants. He always spoke, too, on behalf of the Teamsters Union and would conclude with the following statement to new employees:

"Do a good day's work so your conscience is clear. Remember there is more than one type of working condition here. Something else is part of the working condition—getting along with others."

Some 300 well-wishers came to his party at the union hall when he retired in 1969.

BORN THE SON of a policeman in Winona, Minnesota, in 1903, Clem Considine's work experience began at the age of 14. The family was living in Milwaukee, Wisconsin, at the time. Clem clerked for the A & P Tea Company after school. He became a relief manager within a year.

Upon graduation from high school, and planning to marry at an early age, Considine moved to Minneapolis in 1920. He found a job with a mail-order company. Later, he went to the Piggly-Wiggly grocery chain.

About this time, Clem's brother, Charlie, and another man were opening a string of meat markets in Minneapolis. Clem became a butcher in 1922. He remained in the meat business for the next 20 years.

Those were the days when meat markets sold only meat. The chopping blocks were located where the customer could see them. Beef-and-pork-cut-to-order. Ice kept the lockers cold because refrigeration was unknown. There was sawdust on the floor.

Considine was a happy, gabby butcher. In his younger days, he had reddish-yellow hair, black eyebrows, and an incessant Irish grin. He was one of the few butchers who, in his years with knife and cleaver, never sliced his fingers (but once he caught his hand in a meat-grinder).

When the 1940 decade opened, Considine decided to look for other work. For one thing, he was tired of washing his meat-fatted hands a hundred times a day. More decisively, meat shops were declining in popularity—losing business steadily to the new food-selling methods of the supermarket chains.

Honeywell already had been a major manufacturing company for 40 years when Considine went there. The firm got its name from Mark Honeywell, an Indiana manufacturer, who consolidated with a Minnesota company. Honeywell made furnace controls, mercury switches, glass blowers and dozens of related items.

Clem had been a member of the Meatcutters Union in his last couple of years' work as a butcher. So unionism was nothing new to him. He joined the electrical workers union at Honeywell, ending with 16 years as a Teamster.

EVERY UNION MEMBER makes a contribution to his union by simply being a part of it. Clem Considine exceeded the norm. He lavished energy and time on Teamster Local 1145 programs through the years.

Clem found his work as a steward more rewarding than anything else. He had a knack for cooling hot tempers. Usually his resolution of a dispute was fitting and long-lasting. There were a lot of grievances in plants with several thousand people working. In time, Clem's reputation led him to become a sort of unofficial mediator often called to solve other departmental arguments.

Considine never missed a union meeting. He always wanted to know what was happening. He served on a half-dozen negotiating committees as the representative of his plant in the Honeywell system.

Local 1145 was set up differently from most Teamster local unions, having a larger number of executive board members. Considine was a member of the board. In 1961, he was a delegate to the International Union convention in Florida.

Between times, Considine wrote a column regularly for the *Local 1145 Teamster News*. It was titled, "Do You Remember?" In it he would refresh readers, young and old, of the human aspects of the union's history. For years, Clem chaired the Local 1145 entertainment committee.

Whenever his union work was completed for the moment, Clem Considine would then devote himself to three hobbies. His favorite pastime was collecting and listening to recordings by famous Irish tenors going as far back as any music buff might remember.

Then Clem was a confirmed rockhound all his life. He has more than 2,000 rocks of varying size and quality in his house. Clem's wife, Edna, has been tolerant with this hobby and makes no complaint about the pails of rocks in the basement. Clem's best rock is a 500-pounder in the backyard.

Finally, Considine has been a prizefight fan since he boxed briefly as a young amateur. He has observed every major pugilist in Minnesota from 1920 to the present. He used to tie the gloves on a famed heavyweight of the past, Fred Fulton.

* * *

PEPPERY IS A GOOD WORD *to describe the retired Clement Considine. He has so many things going at the age of 76 that he cannot keep up with it all. Uppermost in his mind is the activity of his descendants.*

Married 58 years, Clem has six children, 19 grandchildren and 16 great grandchildren. He keeps up with affairs at Honeywell through Local 1145 friends. He gets more news from a son, a son-in-law and a grandson—all of whom work at the company where Clem spent so many years.

Considine remains a fervent Teamster. His belief is that a union gives the wage earner some feeling of protection: "It takes care of your working conditions, your hours, your pay and all the other benefits like vacations, health insurance and so forth. I would not want to work anywhere that there was not a union because there's no substitute for the union. If you happen to be with a good company, fine—but they're not all good."

Yet, in Considine's mind, a union is a lot more than a personal defender on the job. As he said recently:

"A person is a lost soul without a union to represent him. There are so many things involved. Living conditions—your ability to live in a decent place and raise a family. In my case, I have a good pension."

TO PROTECT AND TO CHERISH

"This Land Is Our Land," an article that appeared in the December, 1979 issue of International Teamster aroused a great response from conservationists, who object to abusing our public lands for our energy needs. "At the rate that we have been consuming our natural resources, what kind of job opportunities and higher costs of food and energy will my children enjoy when it comes time for them to take their place among working Americans?" asks Teamster Dan Ragantesi of Local 401.

The letter below presents one view of why environmentalists feel we should permanently protect our public lands from "development and desecration." Written by Paula Advani of Local 237 in New York City, it gives the other side a chance to "speak out in behalf of our land".

How about other Teamsters? Should our wilderness areas remain wild and accessible for all to use or should their resources be harnessed for our nation's energy needs? Let International Teamster know how you feel.

Thank you for your article "This Land Is Our Land" which appeared in the December, 1979 issue of TEAMSTER. It fully woke me up to what I want to do with "my land." I want to do all in my power to protect it, to cherish it, to keep it wild, unspoiled, untouched, unviolated, unexploited, unmanaged, untrammelled and unlittered as long as I live. The Take! Take! Take! philosophy of the article made me want to fight tooth and nail to keep my land from being ravished.

That's exactly what the article is proposing—the ravishment, domination and exploitation of every last bit of virgin territory. How macho can you get?

Sure we're a nation on wheels, but is a truckman's holiday more wheels? Is a busman's holiday more wheels? What ever happened to God's great invention—legs? If we do not learn to use them again, who knows, they might one day become vestigial organs.

I know I, for one, do not want my landscape speckled with beer bottles, soda pop cans, junk food wrappers and cigarette butts. This is not my idea of recreation. It is a symbol, to me, of depredation, destruction (to ourselves and to the environment), and decadence.

How do we have the audacity to assume that the human being can wisely manage millions of years of balance and harmony when we have already "managed" too many things out of existence, when we cannot manage our own lives, our own bodies and our own societies? What about the millions of dollars we could save and direct elsewhere if we learned to be mentally and physically healthier, if we conquered crime and war? I'm sure the freed energies and dollars could be used to discover and develop renewable sources of energy, sources where we can put something back into the environment.

Yes, put back! Does that sound strange? Does that never occur to anyone? I would like to paraphrase John F. Kennedy's profound statement, ". . . Ask not what your country can do for you . . . ask what you can do for your country" to: Ask not what you can take out of your land but what you can put back.

Why must we think only in terms of economic needs and current ones at that? Do we not have mental, spiritual and emotional needs?

I think the knowledge that there is something bigger than us that we dare not try to dominate and control is extremely vital for our psychic well-being. We often do not realize what something unknown and untouched has given to us until after it is gone and it is too late to bring it back.

What an untouched wilderness gives us is immeasurable. How can you measure clean air, pure water, climate control, flood control, peace, solitude and magnificent wildlife populations that only another creation can reproduce? And what of the benefits of a living laboratory that links us with our past as well as our future, giving us the opportunity to compare our deeds with those of an untampered-with Nature.

If we throw away our wilderness along with our throwaway paper plates, throwaway ball point pens, throwaway bottles, etc., we will have, at last, succeeded in throwing ourselves on top of the huge junk heap we are rapidly making of this world.

Humans are capable of change. Our life-styles can change. We can desire less and demand less in material things that do not truly satisfy us. We are already getting too many empty things—emptiness in our relationships, empty calories in our junk foods. It seems to me the energies we should be trying to develop are our love and creative energies. These are renewable and unlimited.

The last blade of grass can be paved over, the last tree cut down, the last animal killed, the last ounce of oil drained from the ground. What good will trucks be then when we come to the end of the road? Isn't it time someone cried Enough! Enough! Enough! Let us be voices crying *for* our wilderness, crying out *against* the abuses of our land, crying for our beloved country.

Let us not create more deserts, but divert our energies toward making the wastelands of our hearts bloom again so that more of our entertainment and rejuvenation comes from within and that we derive more comfort and companionship from one another. We are the only animal that laughs. Let us laugh together more, and let us plant the blossom of love in more hearts.

I'm all for the exploration and development of the wealth of energies within us. There's inventiveness here and untapped resources. If "necessity is the mother of invention," then let us be motivated by need rather than greed.

I still have enough faith and respect for the dignity and integrity of the American worker to believe that a union made up of people who "keep the wheels of our economy turning" can pioneer in mobilizing the wheels of the mind, can pave the highway of the future with something more concrete than concrete and can lead us, without material temptation, down the royal road of tomorrow.

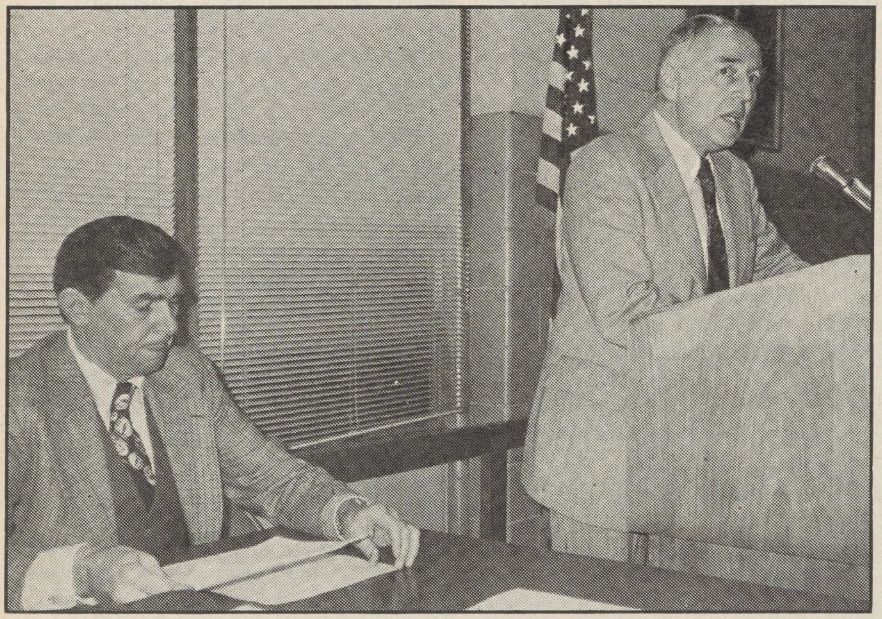
But don't touch my land!

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

AT LOCAL 299 A SERIOUS DISCUSSION OF SAFETY



Above, IBT Safety & Health Director R. V. Durham addresses Local 299 members, as President Bob Lins readies some notes.

Below, some of the Local 299 members at the session.

TRUCK safety legislation, chemical spills on loading docks, exhaust systems and the role of the International Union were only a few of the topics discussed in a recent safety and health membership meeting at Local 299 in Detroit.

Concerned members listened as Local 299 President Bob Lins and IBT Safety and Health Director R. V. Durham gave a broad overview of the safety and health protections currently available to American workers. Durham also described the activities of the International in protecting and furthering the worker's right to a safe and healthy workplace, whether it be the truck cab, the warehouse, the factory or the office.

When the presentation was completed, members had the opportunity to ask questions and voice their own concerns on safety and health issues. Many members' questions showed a good understanding of their safety and health rights, and all the members who attended knew one thing by the time they left the meeting—Safety and Health Is Everyone's Legitimate Demand.

ANOTHER THREAT TO OSHA

LEGISLATION which would severely limit OSHA's safety inspection authority was recently introduced by Senator Richard Schweiker (R.-Pa.), adding another chapter to the lengthy history of anti-worker legislative attacks on OSHA.

The so-called "Occupational Safety and Health Improvements Act of 1980" would exempt from OSHA safety inspections all employers who report that they had no state worker's compensation claims in the previous year. Employers who fail to meet this test could still obtain an inspection exemption by filing an affidavit with OSHA stating they had no deaths and a limited number of injuries in the preceding year.

If passed, this bill would effectively exempt 90-95% of all employers from OSHA safety inspections.

Response from OSHA was quick. The same day Schweiker's bill was introduced, Assistant Secretary of Labor Dr. Eula Bingham declared: "Congress created the OSHA law to protect workers from deaths and injuries. I am deeply concerned that under this proposal OSHA's presence would generally be permitted only after injury or death has occurred. That runs contrary to the concepts that have been generally accepted in preventive medicine throughout the last century."

In addition to the exemption provisions, the bill would alter OSHA's civil penalty assessment powers. Exempt employers who maintained an advisory safety committee and a safety consultation program would not be held liable for any civil penalties, even for serious violations. Employers who were not able to obtain an exemption but who establish a safety committee and consultation program could not be fined more than $700.00 for a serious citation, and not more than $300.00 for a non-serious citation.

The bill would still allow OSHA to inspect exempt workplaces under certain conditions, including situations which are imminently dangerous or where a worker was killed.

IBT Legislative Director David Sweeney characterized the bill by saying. "Every year since the enactment of the Occupational Safety and Health Act in 1970, opponents of workers' rights have tried to erode the protections which it provided. This latest effort is only one in a long line. Anyone concerned with adequate safety and health safeguards should oppose this bill."

FINALLY, A VEHICLE INSPECTION REG.?

THE Bureau of Motor Carrier Safety (BMCS) has taken what appears to be final action on the long awaited vehicle inspection report regulation. The amended final rule becomes effective April 1, 1980.

As reported in last month's SHIELD section, the new regulation requires that a copy of the last vehicle inspection report be carried on the power unit and reviewed by the next driver. The regulation was originally to have become effective August 31, 1979, but was delayed until December 31, 1979, due to industry pressure.

While the industry was able to obtain another delay until April to allow for changes in forms and operations, they were unsuccessful in an attempt to substantively alter the regulation. Rather than requiring the vehicle inspection report be carried on the power unit (as the regulation now reads), industry representatives petitioned BMCS to allow the report to be "made available" to the next driver.

MORE DEFECTIVE TRUCKS

FOUR out of ten trucks and buses inspected by federal highway agents in the last fiscal year were ordered off the road because of serious mechanical defects, the Department of Transportation reported recently.

Federal Highway Administrator Karl S. Bowers said these unsafe vehicles are a threat to all highway users and he pledged to intensify inspection efforts of the Bureau of Motor Carrier Safety.

"As Americans continue to switch to smaller, lighter vehicles to save fuel, the growth ratio of small cars to large trucks and buses represents a potentially serious problem," he said.

Bowers reported that 26,121 commercial trucks and buses involved in interstate commerce were inspected in the year ending September 30th. Of these, 10,779 vehicles, mostly trucks, were ordered out of service because of serious safety defects such as faulty tires or brakes. That figure represents an increase of 1,574 vehicles over the previous year.

Bowers said the Bureau increased its number of inspections by four percent in the last year, but with only 155 field agents, he said, it is difficult to oversee the safe condition of more than 4 million commercial trucks and buses in interstate service.

The low levels of enforcement and high violation figures presented in the Bureau statistics point out a longstanding Teamster position: Too many unsafe trucks are on our nation's highways. IBT Safety and Health Director R. V. Durham said, "Regulations such as the new vehicle inspection report requirements to take effect April 1st, and legislation like S. 1390, the Commercial Motor Vehicle Act, can be great steps toward safer trucks. But without adequate enforcement, even the best rules and regulations are ineffective."

ACTIVE IBT LOCALS

EASTERN CONFERENCE

Teamster Affiliates Keep Winning Votes

Teamster local unions continue to post election victories in ballots conducted by the National Labor Relations Board.

Two such elections were won recently by Teamster Local 686 of North Andover, Mass., according to Joseph Padellaro, president of the union. The winning ballots brought nearly 70 new members into the union.

Padellero said 40 production employees of Lafayette Beverages, Inc., in Manchester, N.H., chose the Teamsters. Also sales drivers and other employees of the Nissen Baking Co., of Rochester, N.H., voted for Local 686.

In other Board-conducted elections:

- A majority of truck drivers, millmen and yardmen employed by Keiver-Willard Lumber Corp., in Newburyport, Mass., voted for Teamster Local 437 of Haverhill, Mass.
- Employees of Industrials Wastes, Inc., of New Brighton, Pa., voted for Teamster Local 261 of New Castle, Pa.

The Union Is Ever Dedicated To the Health Welfare
and Economic Well-being of Our Members

NEW YORK, NEW YORK

New Local 810 Officers Sworn In

"The Union is ever dedicated to the health, welfare and economic well-being of our members," says the slogan atop the industrial mural at Local 810 headquarters, and the local union's new officers are committed to just that. Here Counsel Robert M. Ziskin (far right) swears in Local 810's newly elected officers. From left to right, they are: Trustees Glenville L. Davis, Alex Kibuik and John Chambers, Recording Secretary Steven D. Silverman, Secretary-Treasurer Leon Pastor, Vice President Max G. Sanchez and President Dennis M. Silverman.

SYRACUSE, NEW YORK

It's Never Too Late To Learn New Tricks

"You're never too old to learn," says Teamster Local 317 President Tom Hall, shown here as a recent graduate of the Labor Studies Program conducted by Cornell University. Hall was among the students in the first graduating class of the two-year program.

A highlight of the program was the organizing course taught by Teamster Organizer Walter Englebart of the Western Conference (featured in the October, 1979 International Teamster*).*

Hall urges us not to assume anything because he received an A+ in the course. It was all based on ability (he says).

Here, Tom Hall is shown with his graduating class, standing second from right in the top row.

ACTIVE IBT LOCALS

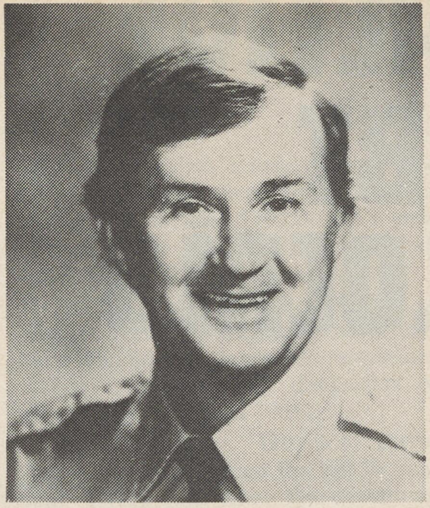
BOSTON, MASSACHUSETTS

Teamster's Named Mass. Driver of Year

The new Massachusetts Driver of the Year is a Teamster—David (Dan) Kercz, a member of Local 25 and driver for Mason-Dixon Trucking Lines of Chelsea, Mass.

The Teamster will be honored by the Mass. Motor Trucking Association, Inc., which selected him for the honor, at the group's anniversary dinner May 16.

He also will be Massachusetts' candidate in the competition for national Driver of the Year, sponsored annually by the American Trucking Associations, Inc.



PHILADELPHIA, PENNSYLVANIA

Local 830 Members Reaffirm Their Leaders

In a vote of confidence, members of Local 830 in Philadelphia, Pa., recently unanimously reelected their secretary-treasurer, Gordon G. Grubb and other executive board members to their posts for a third term. Here IBT Vice President Maurice R. Schurr (fourth from right), also president of Local 929 in Philadelphia, administers the oath of office to, from left to right: Trustees Harry Walker and Edward Kalicki, Vice President Thomas Poppert, Secretary-Treasurer Gordon G. Grubb, also president of Joint Council 53, Schurr, Local President Vincent Improto, Recording Secretary James O'Connor and Trustee Howard Magrann.

AUBURN, MASSACHUSETTS

Mass. Turnpike Employees Gain Pay Parity

As a new generation of Teamsters Union officers begins coming up through the union ranks, new officers are learning more and more what it takes to be a Teamster leader.

Francis A. Leonard, Jr., the 24-year-old secretary-treasurer and business agent of Local 127 in Massachusetts, is one of that new generation, anxious to learn and willing to dedicate his efforts to bettering the lives of workers.

His local union was recently successful in negotiating cost-of-living pay increases for 600 Massachusetts Turnpike Authority employees, the same type of inflation protection enjoyed by 6,500 Massachusetts Bay Transportation Authority workers.

The turnpike thus became the second state agency in Massachusetts to guarantee boosts every three months, based on increases in the Labor Department's consumer price index.

To win that gain and others, the Teamsters had to take their case to arbitration.

Leonard, one of the youngest leaders in the Teamsters, estimates that some 300 toll collectors at Callahan and Sumner tunnels and at booths along the 135-mile turnpike route from Boston to the New York Thruway will be receiving hefty increases under the recently negotiated new contract which included the cost of living rider.

Workers in a dozen or more other classifications will get similar hikes. They include mechanics, equipment operators, janitors, clerks, storekeepers and various types of building tradesmen, including the painters, plumbers and electricians who maintain Turnpike Authority buildings.

As part of the arbitration award, Local 127 was also given a new classification, bridge repairmen, a timely provision, Leonard notes, in view of plans supported by the King Administration to build a third vehicular tunnel to East Boston.

"We have a clause in the contract that will allow us to negotiate for jobs under the third tunnel plans," Leonard said.

"This contract is a step toward gaining parity with Massachusetts Port Authority workers," Leonard said. "We asked for total parity and the arbitrator gave us partial parity —but that's a step in the direction we want to go."

ORLANDO, FLORIDA

When You're Right, You're Right!

Organizing campaigns in the South are being more hotly contested by employers every day, so it is a very grateful Jim Foss (right) who accepted this backpay award from Carl G. Crosslin, president and business manager of Teamster Local 385 in Orlando. Foss was unfairly discharged by his employer, Wayne Densch, Inc., a local beer distributor, during a recently conducted organizing campaign, after which the Teamster local successfully went to bat for him. Here Foss receives a check for $3,375.00

HOUSTON, TEXAS

Teamster Leader Will Serve Community

A. W. Parker, Secretary-Treasurer of Teamster Local 968 in Houston, was recently elected to serve on the prestigious Houston Council of Human Relations.

On the panel, Parker joins such other prominent community leaders as U.S. Representative Mickey Leland, Leonel Castillo, former head of the U.S. Immigration Bureau and City Councilwoman Mrs. Eleanor Tinsley.

The council, whose theme is "We give a damn . . . about Houston," is a group of civic-minded citizens dedicated to making Houston a fair place for all to live and work. In operation since 1958, the council has had an impact on many areas of city life including housing, corporate community involvement, police-community relations, public education and equal employment opportunities.

Among the group's interests are researching urban problems, proposing solutions and helping to implement them. Their goal is to make their city a better one, and their methods vary from publishing studies to giving advice to buttonholing city officials.

Certainly, Parker will be a beneficial addition to the group, bringing with him a wealth of experience as a Teamster leader and negotiator.

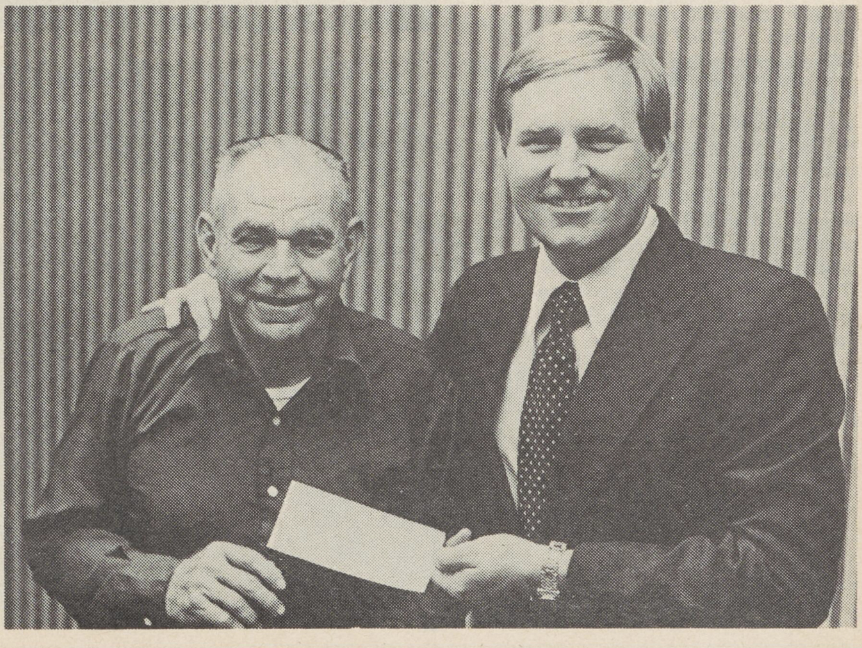
HOUSTON, TEXAS

Comp. Case Settled In Teamster's Favor

Persistence paid off recently for a Texas Teamster injured on the job. Back in 1970, Local 988 member Anson Gibbs was driving for Consolidated Freightways, and while booming down a load of pipe one day, was accidentally knocked off his trailer.

After arbitration and lengthy court battles which eventually ended up before the Supreme Court of Texas, Gibbs won his award—$71,679.10 plus interest.

Here Gibbs (left), a 32-year Teamster veteran, is congratulated by Local 988 attorney Paul Jensen, who handled his case all the way and is presenting him with a check for $78,130.21 some nine years after his injury.



ACTIVE IBT LOCALS

ST. LOUIS, MISSOURI

Grievance Wins Have Teamsters All Smiles

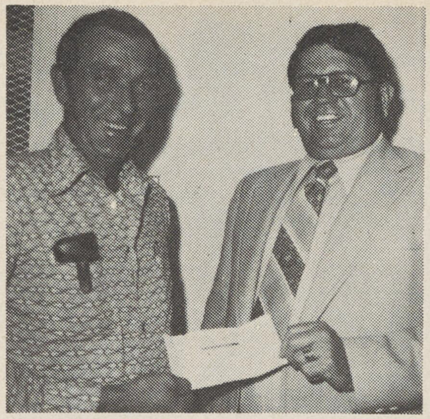
Sometimes the protection provided by a contract is a worker's only safeguard as these Teamsters, all members of IBT affiliates, can attest. All four were involved recently in unfair discharges and have since been reinstated to their jobs with full seniority and backpay, thanks to assistance from their local unions. They'd probably agree it pays to be a Teamster.

1. Here Roger Thomas (left) of Local 604, employed at United Transport, receives a $1,861 backpay award from Local 604 Secretary-Treasurer Floyd Atchison.

2. Geigher Pipe employee Michael Gene Downey (right) receives congratulations from Local 682 Business Agent Paul Renaud for winning reinstatement and $9,375 in backpay here.

3. James Sronce (with hat), employed by Aalco Express, is a happy Local 600 member as he receives a $7,000 check from Local 600 President Ted Welch as Business Agent Tom Welch looks on.

4. Local 618 member Sandra Hennen, employed by the Western Auto warehouse in O'Fallon, Mo., is all smiles over the $6,533 backpay award Local 618 Assistant Business Agent Howard (Rusty) Johnson is presenting her with, as Secretary-Treasurer Edwin D. Dorsey (second from left) and President Bill Shackles look on.



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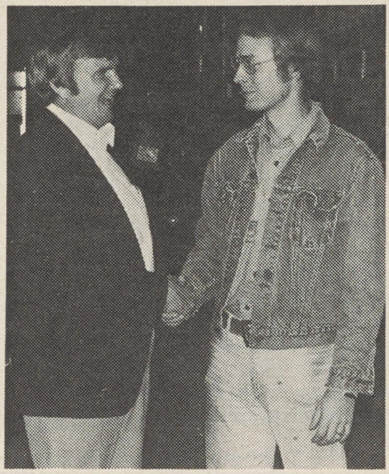

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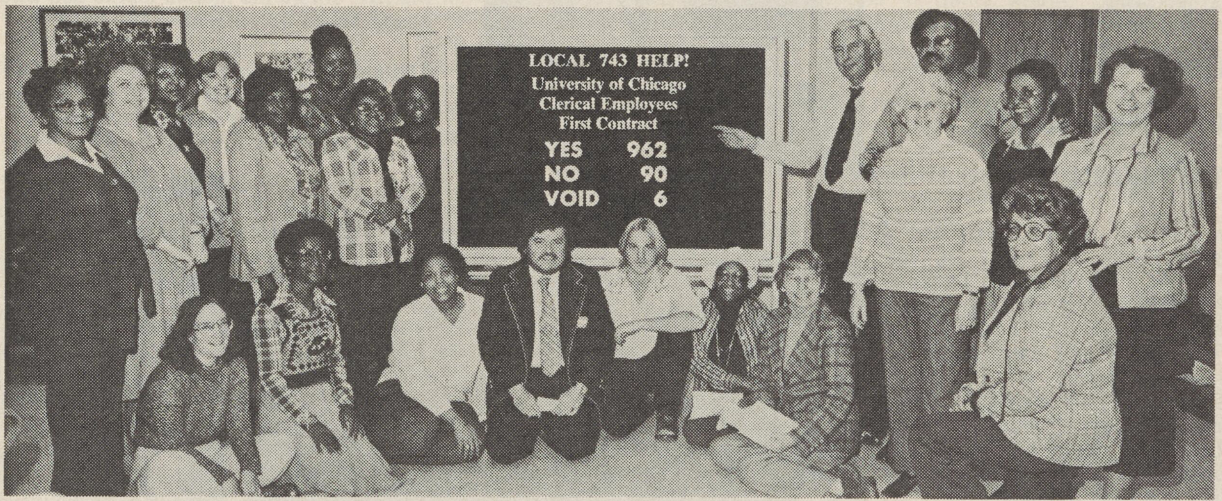
CHICAGO, ILLINOIS

Univ. of Chicago Staff Wins New Contract

It really pays to go union, especially when that organization is Local 743 HELP! After six months of negotiation, the 1,900-members of the University of Chicago Clerical Employees' Local 743 HELP! unit won a proposal providing for pay increases, upgrading of 932 employees, grievance procedure, seniority and many other gains. Employees approved the agreement, 962 to 90, with 6 ballots void. The first contract with the university expires on July 19, 1981. Negotiating committee members and Local 743 HELP! staff are, standing, from left: Mamie Powell, Medical Records; Dorla Wuertenburg, Medicine; Adele Brown, Billings, Hospital Finance; Regina Polk, Local 743 HELP! Business Representative; Leanna Williams, Biology; Edna Hunter, Enrico Fermi Institute; Rose Winners, Surgery; Arlinder Preston, Unit Management; Donald Peters, President, Local 743 HELP!; Robert Simpson, Local 743 Recording Secretary and Business Representative; Charlotte Podolner, Center for Continuing Education; Loretta Joiner, Hospital Finance, and Marion Felgenhauer, Regenstein Library. Front row, from left: Maggie Newman, Graduate School of Business; Brenda Hampton, Social Service Administration; Carolyn Bowles, Psychiatry; Tony Philbin, Hospital Finance; Eric Sandhusen, Professional Services; Kathy Ramsey, Administration Building; Vicki Starr, Education, and Gerry Washington, University Press. Negotiating committee members not in photo: Francis Skozen, Franklin McLean Institute, Billings; Russell Jones, Hospital Finance (second and third shifts); Lealure Mitchell, Wyler, and Della Baptiste, Comptroller's office.



CHICAGO, ILLINOIS

Teamsters' Advisor Leaves for New Post

Rev. Patrick J. Fenton, for more than 23 years a close associate and spiritual advisor to Teamsters Joint Council 25, its affiliates and other labor organizations, was honored recently by Neer-Goudie Teamsters Post No. 846, the American Legion, at the post's annual dinner in Chicago.

Father Fenton, the former pastor of Notre Dame Church, an inner-city parish which includes Teamster headquarters, delivered the invocation at the 1976 convention of the International Brotherhood of Teamsters and has attended many Teamster conferences and other functions over the years.

In a resolution presented to him at the dinner, he was lauded for always being available to counsel IBT officers and members.

Here, sharing some reminiscences about old times and admiring Father Fenton's award are, from left: James Lisner, Teamster Local 731, commander of the Neer-Goudie Post; IBT General Secretary-Treasurer Ray Schoessling, a longtime friend of Father Fenton; Father Fenton and Louis F. Peick, president of Teamster Joint Council 25 and an International Vice President.

ACTIVE IBT LOCALS

IN CALIFORNIA

Cannery, Food Workers Enjoy Unique Health Care Program

When was the last time you had a complete health check-up? Do you tend to put off getting one because of time, money and effort involved?

Today, the emphasis healthwise is on "well care" and early detection of health problems for Teamsters affiliated with the California food processing industry, who have seen this become a reality for the tens of thousands of California cannery workers and their families.

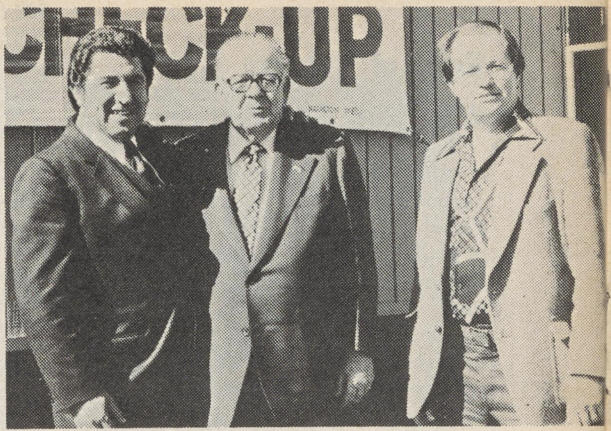
At a recent workshop held by the California State Council of Cannery and Food Processing Locals, General President Frank Fitzsimmons and IBT Organizing Director Norman Goldstein, there to address delegates, got the chance to tour one of five mobile health care units being used to implement this innovative program, and had nothing but compliments for this step forward by cannery locals in providing preventive health care for their members.

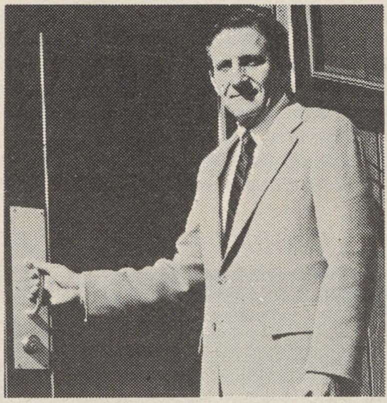
The story of these California Teamsters and their innovative health initiatives began, as do most Teamster endeavors, with collective bargaining.

Back in 1964, when the leaders of the Calif. State Council of Cannery and Food Processing Unions were preparing for negotiations with the California Processors, Inc., they sat down and analyzed their health insurance program and their members' needs.

The leaders were familiar with a governor's report issued several years earlier under the title, "Health Care for California." The report stressed the need for preventive health services, health education and improved access to primary care by Californians.

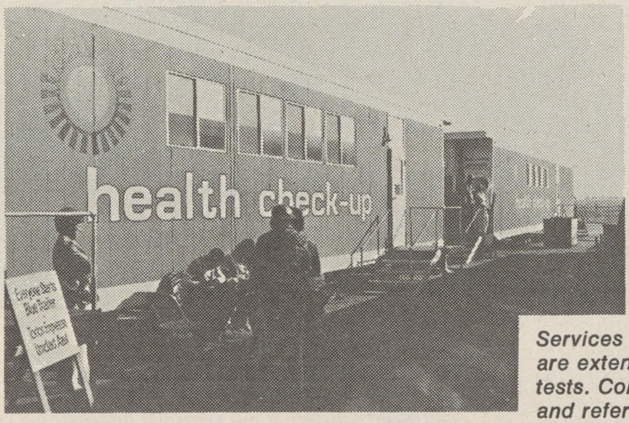
Here Teamsters General President Frank Fitzsimmons (center) prepares to tour the Mobile Health Care unit, accompanied by Freddy Sanchez, secretary-treasurer of the Calif. State Council of Cannery & Food Processing Unions and Stan Fisher, executive director, Health Services Foundation.

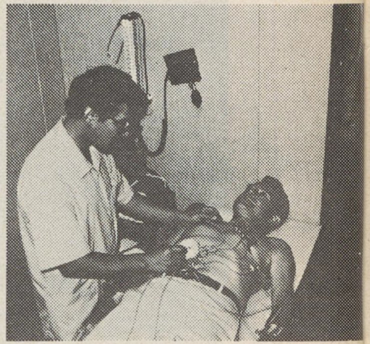




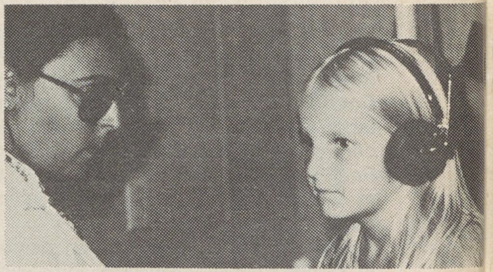
At left, Norman Goldstein, director of organizing for the IBT, enters the mobile unit to see what the normal health check-up entails.

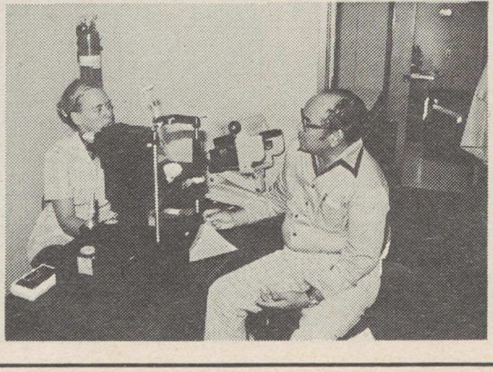
The health check-up program begins with registration outside the van. Below, Dr. S. Sherman looks on as workers register for their check-ups.

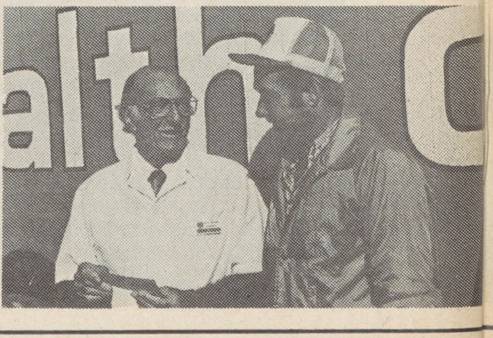




Services and tests offered by the mobile units are extensive, including EKGs and blood tests. Complete medical histories are taken and referrals made. Dependents are also eligible. Pictured is Dr. Lappin giving an audiometry test to a cannery worker's youngster. At bottom, Dr. Samuel Sherman discusses referral procedures with a freezer worker.







The leaders knew too, that the interests of their members were specialized, and complicated by conditions in the cannery industry. In California, the canning industry produces about 75% of all canned fruits and tomatoes consumed in the U.S. and also exports a large volume of its products.

It employs about 15,000 workers year-round, but during canning season, sees its ranks swell to as many as 65,000 workers. Canneries are spread throughout the length and breadth of the state and the intensive canning season is about three months long. Many of the workers are Hispanic American and other minorities. More than 65% of the work force are women.

Union leaders guessed that many of their members sought out medical care only when they were very sick or under emergency conditions. Few of them had a family physician or ever received any care of a preventive nature.

Thus was born the idea of developing a preventive medical care program for employees, which could be brought to them and would diagnose problems before they worsen.

Through funds negotiated in that initial contract and later ones, negotiators set up a medical examination trust which was to be used, not to purchase another benefit from an insurance plan, but rather to provide a preventive service to the members.

The health testing and follow-up program was launched in 1967, and since then, aided by a group of health professionals, has been going strong.

While the program has undergone continuous change as indicated by experience and identification of new needs, its essential purpose remains unchanged: To identify persons in need of medical care early, before they are disabled, and to introduce them to orderly and dignified health care.

GETTING PEOPLE AND EQUIPMENT TOGETHER

Since its inception, the program has tried to bring the equipment to the people, rather than making them seek it out. Vans equipped with medical instruments capable of performing tests to identify persons with illnesses or conditions likely to produce illness are brought to each cannery during the height of the production season.

Vans are staffed by a physician, nurses, medical technicians and other necessary personnel.

Workers are released from work, on company time, to participate in the testing program, with average testing time ranging from 45 minutes for males to 90 minutes for females.

Each worker examined is asked for the name of his/her physician to whom the examination results are sent for evaluation. As an indicator of the program's success, when the program began the overwhelming majority of workers did not have a personal physician. Twelve years later, practically all of the workers who have participated in the program one or more times have a personal physician.

Area physicians have helped by agreeing to accept new patients referred to them by the program. Today there are some 4,000 physicians in the state who serve as family physicians to cannery workers.

IT'S WORKING

Of the program, George V. Moffatt, president of the Teamsters California State Council of Cannery and Food Processing Unions, states: "Our goal was to improve the health of our members. It is my belief that we made significant gains in this direction. Every testing season, about 50% of our members who take the examination are referred to their physicians for further evaluation. The physician receives the test report in advance of the member's appointment. The physician is then able to review the results and assume responsibility for the continued care of his patient."

The Medical Examination Trust pays the physician for his follow-up diagnostic services; once treatment commences our health insurance plan takes over. "Yes, I am convinced," says Moffatt, "that our health testing and follow-up program has made a profound contribution to our membership's well-being."

Even though the program takes time to administer, adds Freddy Sanchez, secretary-treasurer of the Teamsters' Cannery Council, "none of us would consider giving it up. What is more rewarding than to hear from our members how important this program is to them?" he asks.

"There are many women who report that as a result of the testing program they found out they had cancer of the breast or uterus and promptly underwent surgery. It is gratifying that as the years go by, they are still here to tell the story.

"And how about the thousands of workers," he adds, "whose high blood pressure was detected by the program and controlled through continued medical care initiated through the follow-up mechanism.

"As a matter of fact, this program is so well received by our members that in the past year we extended it to their spouses and children," Sanchez noted.

OTHERS HAVE JOINED

In 1973, Teamsters in the frozen food industry adopted the same program as that enjoyed by cannery workers. Some 5,000 workers in this industry are tested every other year. Teamsters employed by Bud Antle Company, a major grower in California, and those employed in the dehydrated food industry also have adopted this program.

Involved today in the program are many Teamster locals affiliated with the food processing industry in California including: Local 94 in Visalia; Local 186 in Oxnard; Local 601 in Stockton; Local 655 in Redwood City; Local 679 in San Jose; Local 746 in Kingsburg; Local 748 in Modesto; Local 750 in Oakland; Local 768 in Hayward; Local 849 in Oroville; Local 857 in Sacramento; Local 865 in Santa Maria; Local 890 in Salinas; Local 912 in Watsonville; Local 952 in Orange, and Local 980 in Santa Rosa.

While the program is unquestionably good for workers in cannery, the frozen food and dehydrated food industries participating in it, it's been well received by others associated with it, too.

Says Bernard Eilerts, president of California Processors, Inc.: "It is a source of great amazement to me that a program which tends to disrupt production, is accepted with as much enthusiasm" both by management and those working at the plant level. "Like the union leadership, we too are pleased by the many individual reports from workers who tell us how they were helped by the program. Many of them state that the program saved them from becoming permanently disabled."

The staff of the program is just as enthusiastic. Says one nurse who's a seven-year veteran of the program, "It's good to work with people who are not sick, in a program designed to keep them healthy. It gives me an emotional lift to think that my work helps some of these people stay out of the hospital."

The essential ingredients of the health check-up program are job site testing, time off the job with pay to take the exam, confidential results to the worker's personal physician, and a professional, concerned staff.

It's obvious that in the cannery industry in California, those ingredients are producing a superior service for Teamster members.

And maybe one day the approaches they're using will be applied to our health care delivery systems nationally.

The need for prevention and health education are still with us nationally, as a report released by the U.S. Surgeon General's office last year noted. If programs such as this one work successfully they may point the way to larger scale solutions.

CONSUMERS' CORNER

Although Congress has voted big billions for a synthetic fuel program to free us in years to come from dependence on OPEC oil, motorists still face the immediate reality of making-do-with-what-we've-got.

But for the motorist who would be lured by advertising into installing "gas saving devices" on his car, the Federal Trade Commission has a few words of caution. The Commission points out that, of the devices tested by the Environmental Protection Agency, none saved a significant amount of gas.

Some devices that add air to the fuel mixture may in fact cause misfiring and eventual engine damage.

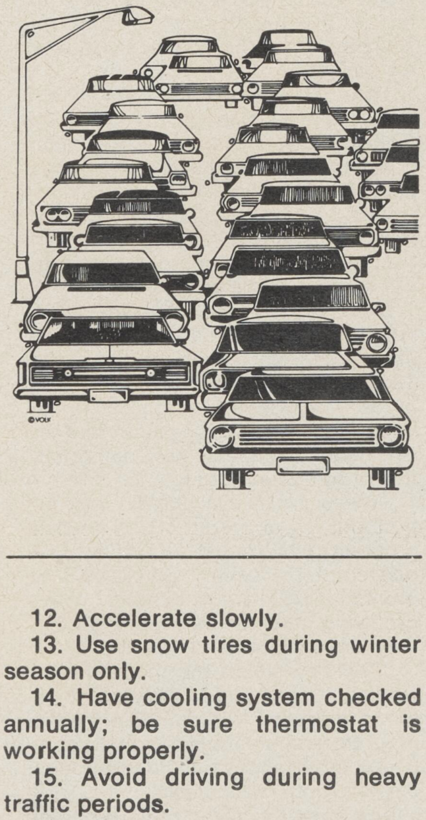
The devices tested and found to make no significant difference in fuel economy were of the following types: Air Bleed, Vapor Air Bleed, Carburetor Intake Manifold, Intake System, Fuel Pressure Regulator, Ignition Controls, Exhaust Gas Recirculation System, Fuel Additives and Lubricants.

To guide consumers who may have already purchased any of the devices in these categories and who are not satisfied with the results, the FTC advises that the first step should be to contact the company producing the "gas saver" since most offer money-back guarantees. If no refund is obtained, a local consumer-protection office should be contacted.

The FTC has acted to curb the sellers of a number of these dubious devices and is carrying on investigations of others suspected of violating truth-in-advertising laws.

Meanwhile, here are some obvious but often overlooked tips on conserving gasoline:

1. Eliminate any unnecessary trips.
2. Use mass transportation when possible.
3. Join a carpool whenever possible.
4. Avoid jackrabbit starts.
5. Avoid sudden braking; anticipate traffic ahead.
6. Drive at moderate speeds (you will average 28 percent more miles per gallon at 50 mph than at 70 mph).
7. Avoid idling; never more than one minute.
8. Consolidate short trips, plan long trips carefully.
9. Keep your car in good running condition: have the motor tuned, wheels aligned, brakes adjusted, the oil and filter changed at recommended intervals. Deal with a reliable service station, preferably in your own neighborhood. For information, call County or City Department of Consumer Affairs.
10. Use your air-conditioner sparingly.
11. Try to drive with your windows closed as often as possible to avoid wind-drag. Use your side vents instead.



12. Accelerate slowly.
13. Use snow tires during winter season only.
14. Have cooling system checked annually; be sure thermostat is working properly.
15. Avoid driving during heavy traffic periods.
16. Don't carry unnecessary equipment in car or trunk.
17. Driving during storms uses more gas and more personal energy.
18. Keep tires inflated according to manufacturer's specifications.
19. Buy gas only when the gauge shows a quarter tank or less.
20. Use gasoline of the proper octane rating.
21. Select your new car wisely. Write to Fuel Economy, Pueblo, Colo. 81009 for a copy of "EPA/FEA 1979 Gas Mileage Guide for New Car Buyers." The best fuel economy is associated with low vehicle weight, small engine, manual transmission and low numerical axle ratio.
22. In warm climates, select a light-colored vehicle; light colors reflect the sun's rays and keep the car cooler.
23. Last but not least, THINK GOOD MILEAGE. Keep records and consciously try to improve your mileage at all times.

The business community is concerned, too, about saving gas and in many cases has come up with innovative commuting alternatives for their personnel.

The use of company-owned vehicles to move employees to and from work is growing. Already, more than 150 corporations around the country make vans available for the transportation of personnel. A Chicago company going a step further supplies a 12-passenger van to one employee. He agrees to transport 10 other workers to and from the job each working day. And for that he gets his own transportation free and has the use of the vehicle for evenings and weekends.

In another instance, the Nabisco Corp. in Hanover, N.J., uses a van to make a four-hour trip daily to the town of Syosset on Long Island. In this case, the rider's cost is $60 a month, compared to $140 a month on public transportation for a trip almost twice as long.

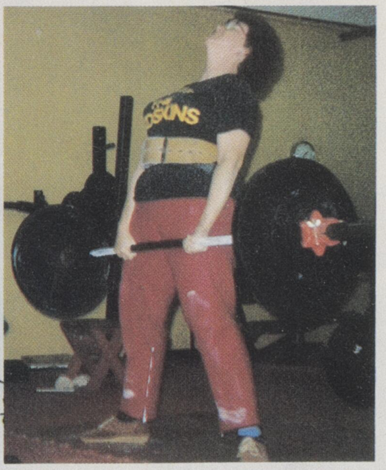
The Sears organization charges its employees $32.50 a month for a 44-mile commute round trip in heated (air conditioned) vehicles.

Studies show that the average van-pool saves 5,000 gallons of gasoline annually and replaces six cars on the road. Vans for employee transport provide for the company a 10 percent investment tax credit, which is one of the reasons for the doubling of van-pooling every year for the past five years.

(Copyright 1980 by Sidney Margolius)

TEAMSTER SPORTS!

Teamster Local 838 Secretary-Treasurer Gayle Crawford poses with the Kalamity Kates, the girls' softball team he recently helped coach to first place in competition sponsored by the Independence, Missouri Parks and Recreation League. Two of his own daughters were on the team helping it reach the top, notes the proud father and coach.



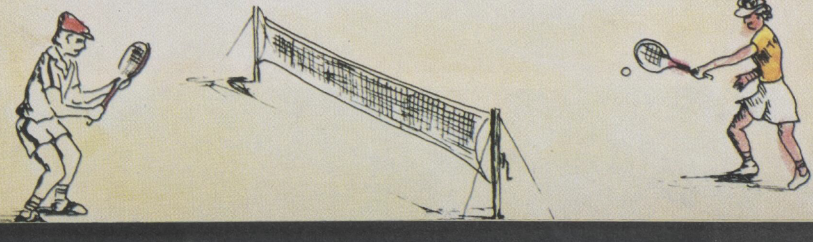
Sharlene Bils, a Local 763 member employed in the accounting department of wholesale beer and wine distributor Sid Eland, Inc., in Seattle, Wash., has an unusual sports pastime—competitive women's powerlifting. Here Bils performs a deadlift in training. Involved in the sport for only 18 months, she has deadlifted 250 lbs., bench-pressed 127½ lbs. and squatted 205 lbs. Last month, she competed in the AAU Women's National Powerlifting Championships in Los Angeles, Calif.

A mess of crappies (pictured) and a huge 46½ lb. catfish were among lucky Betty Carter's catch when the Teamster went fishing at Lakeland, Riverside, Tex. Carter, a member of Local 968 in Houston, is a pricer in the soft goods dept. at the Kroger Company. Obviously, fishing is one of her favorite sports.

At left:

These are the members of the Teamsters Local 773 powerhouse volleyball team, who recently went after the area championship wearing the local's colors. The women, all members of the clerical staff at Northampton County Area Community College did both their union and school proud.

TEAMSTERS
8



THE INTERNATIONAL
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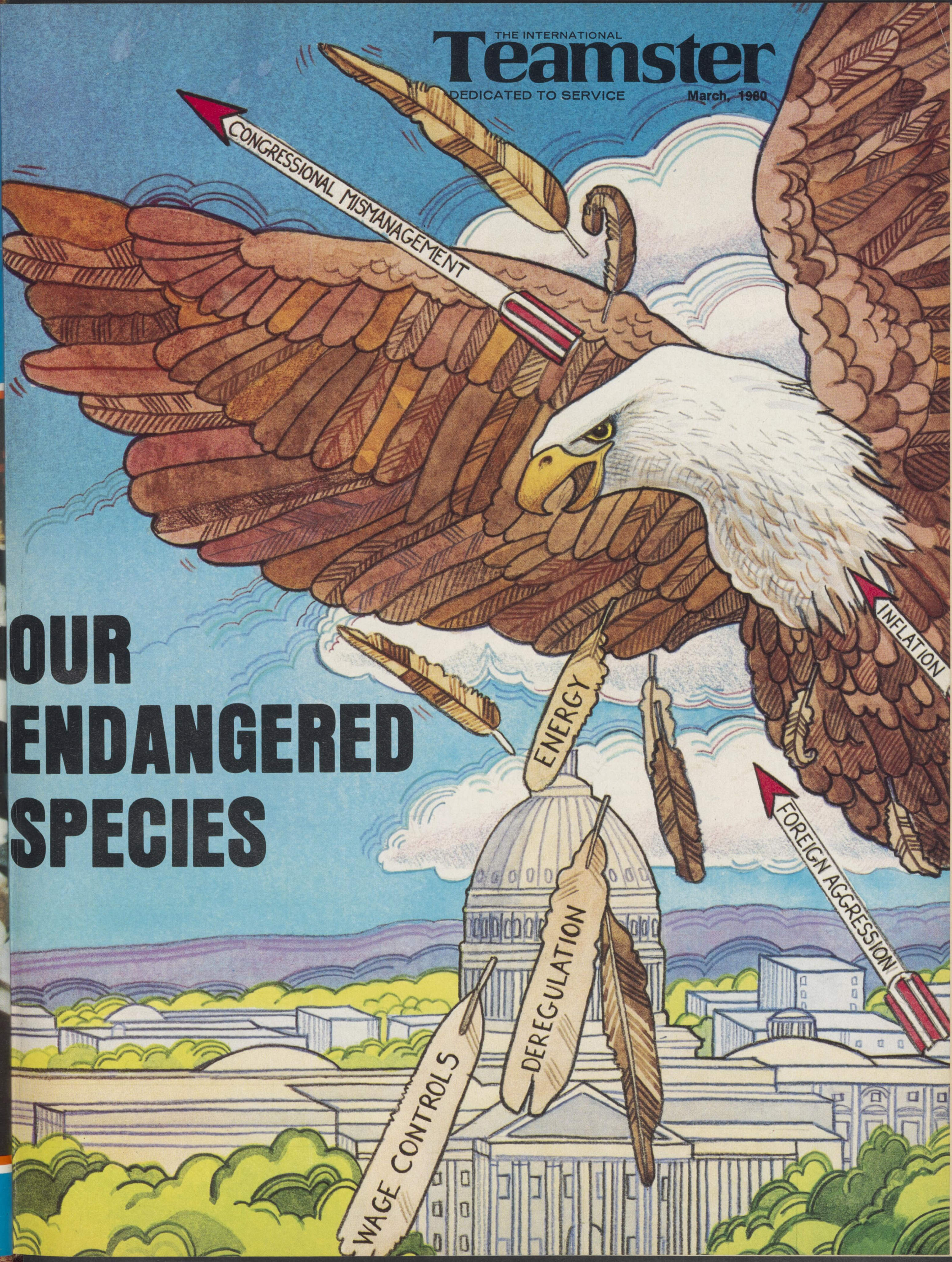
DEDICATED TO SERVICE
March, 1980

OUR ENDANGERED SPECIES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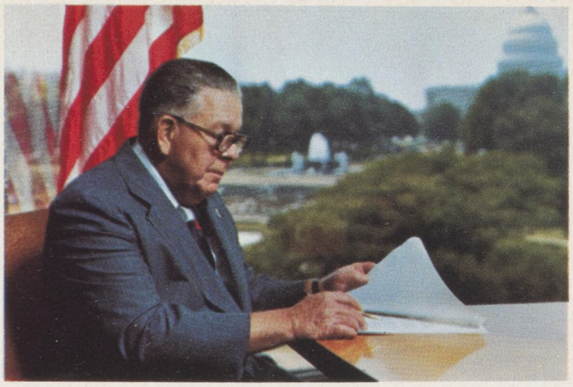
WAGE CONTROLS



MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

MARCH SIGNALS the start of a very special event for all of us. It's "TEAMSTERS SAY YES!" month, during which every Teamster Joint Council and Local Union will pitch in to help support the 1980 National Easter Seal Campaign.

The Teamster General Executive Board at its recent winter meeting once again approved our support of this worthwhile charity, which annually raises funds necessary to enable Easter Seal Societies to serve hundreds of thousands of handicapped children and adults.

Last year was our first participation as a national sponsor of the Easter Seal Telethon and we certainly want to surpass the initial contribution. This year the telethon will air coast-to-coast on March 22 and 23, hosted by Suzanne Somers, star of the ABC hit comedy series, "THREE'S COMPANY." Hundreds of top stars from the entertainment world will be featured during the 20-hour spectacular which will reach some 50 million households.

As most of you know, Easter Seals is the world's oldest and largest volunteer health agency serving the handicapped of our nation. It's a fine organization that deserves our continued support. Historically, the Teamsters have been involved with assisting the handicapped to achieve the rights most able-bodied Americans take for granted. So a productive relationship between our two great organizations is a natural development.

We urge every local union to establish a goal which will represent a significant contribution to enabling the Easter Seal Society to maintain and expand its vital services to disabled children and adults.

Each local will be credited with its full contribution for recognition on the local broadcasting segment of the telethon. If a qualifying goal, which varies in every locality, is reached, officers or appointed representatives will be asked to appear on the telethon to present donations on behalf of their local or affiliate. We hope every local union will work toward this goal.

We know we can count on every member of the IBT to help make our 1980 sponsorship of the Easter Seal Telethon a milestone in our long history of community service.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

I. B. OF T. C. W. & H. OF A.

SUZANNE
SOMERS
AND A COMPANY
OF HER FRIENDS

EASTER SEAL TELETHON
MARCH 22 - 23

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 3
March, 1980

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March 22-23

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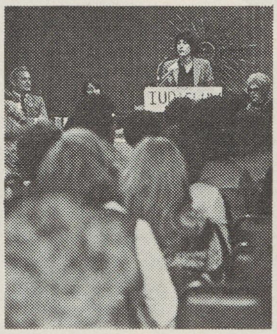

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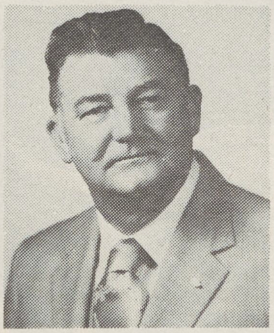

9

2 **Teamsters Say "Yes" To Easter Seals**
Together, we can make a difference

4 **Keeping Up the Pressure on PPG**
Support's growing for Local 391's effort

6 **A Stewards' Seminar Convenes in Phoenix**
Two locals participate in program

7 **At the Teamster Workshop**
It's more than just a week in Washington

8 **A Chicken in Every Pot**
At today's prices, that's all we can afford

9 **"I Just Did What I Had To"**
Teamster's named ATA driver of the year

10 **Someone's Knockin' on Our Doors**
It's time for the 10-year census

12 **Status Report on Deregulation**
Two bills are introduced in Congress

13 **Kinship of Work: Teamster Retiree Meradew Washington**
A look at the IBT and how things were

16 **CONGRESSIONAL VOTING RECORD—96th Congress**
Did legislators vote for or against us?

24 **Active IBT Locals**
What's happening in the local unions.

**Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001**

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

17 ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 17

Together, We Can

Suzanne Somers

Suzanne Somers, star of Three's Company and the 1980 National Easter Seal Chairperson and Telethon Hostess, with Mark Rosier of Orange County, California.

Make a Difference

WITH telethon weekend nearing (March 22-23), Teamsters around the country, the National Easter Seal Society and its local state societies are moving into high gear to make this year's Easter Seal campaign the best ever.

Teamsters, who did a superb job last year, are setting out to do even better in 1980. Already many of our locals have come up with novel and unique fund-raising ideas to help raise cash for handicapped youngsters and adults.

Money, of course, is the name of the game, and the National Easter Seal Society is happy with any contributions it receives.

The International Brotherhood of Teamsters will be grateful for any contributions IBT locals and their members make, but has set a potential goal this year of at least $1,000 per local union. And just think how much good that kind of money, coming from 765 local unions, our joint councils, area conferences and, of course, a national contribution from the International Union, could do.

Members can help their locals overshoot this goal by sitting down, writing out their checks, making them payable to the National Easter Seal Society, and forwarding their contributions to their local unions, where they will be included in the local union's overall contribution to Easter Seals.

Soon, state Easter Seal Society chapters will have available Teamster cash campaign kits for members who want to become personally involved in this worthy fund-raising effort.

This month's message from the General President is a personal appeal from General President Frank Fitzsimmons, on behalf of the entire Teamsters general executive board, for Teamsters to get involved in this charity appeal throughout the United States and Canada.

The telethon will be seen in cities around the country; we have the chance to make our voices heard in every city and county in every state by adding to the national efforts.

Although time is growing short, there's still a lot of work to do and a lot that can be done by Teamsters' affiliates in time to get their contributions counted among this year's campaign proceeds.

Take the efforts of Teamster Local 554 in Omaha, Neb., which just recently began putting together a statewide "Easter Seal Express" to start at the western end of the state and make its way east to Omaha (the telethon city and state chapter headquarters) on telethon weekend.

Teamsters will be heading straight across the state on I-80 as the Easter Seal Express visits truck stop after truck stop, telethon weekend.

Nebraska viewers will watch their progress as the truck caravan moves across the state during Omaha local segments of the program.

Drivers will be reporting in as they make their stops, to report on their progress across the 470-mile-wide state, along with dollar counts at each pickup point.

The program, which is being set up in conjunction with the Nebraska Trucking Association, area businessmen and the Nebraska Easter Seal Society, is just one example of the kind of dramatic, exciting program that can result when everyone unites for a good cause.

And that's just one idea that has emerged during this, the Teamsters' second year of involvement with Easter Seals. We hope there are dozens and dozens more that we hear about from across the country.

One thing's for sure—we're all working for a good cause. Mark Rosier, shown here with this year's National Easter Seal chairperson and telethon hostess Suzanne Somers, is just one of thousands of youngsters and adults who have been helped by the innovative and comprehensive programs being offered at Easter Seal centers around the country.

On March 22-23, Somers will be joined by hundred of entertainers, corporate sponsors and officers from our own International Brotherhood of Teamsters. They will unite in a battle to bring better health, mobility and better lives to those served by these programs.

We have no doubt that TEAMSTERS WILL SAY YES! then as they have so many times before.

KEEPING UP THE PRESSURE ON PPG

AT a conference on "Organizing Unorganized Women Workers," hosted by the AFL-CIO Industrial Union Department and the Coalition of Labor Union Women in late January, delegates heard of the plight of workers at PPG Industries, Inc.'s Lexington, N.C. plant and the Teamsters Union's efforts to provide them with the protections of a union contract.

And what better forum could there be when talking about the needs and abuses of women workers than before union officials involved in organizing them.

Carrying the Teamsters' message to more than 200 union officers, organizers, CLUW officers and delegates was IBT General Organizer Vicki Saporta. She herself has been involved in trying to bring the benefits of unionism to *all* the workers at the Lexington, N.C. fiberglass plant of the Pittsburgh, Pa.-based conglomerate, in assistance of the organizing efforts of Teamster Local 391.

Saporta persuasively made the case for organizing women workers to better their wages and working conditions first during a four-member panel discussion on organizing workers in the 1980s.

Later in the day-long program, she made a personal appeal for delegates' support of the Teamsters' boycott efforts against the increasingly anti-union tactics of PPG over unionization of the N.C. plant.

Saporta detailed the history of the organizing effort from the first showing of support to the present—with the union now recognized as the official bargaining agent of the workers but still unable to get the company to the table to negotiate.

She detailed the tactics faced during the campaign and since, including the company's firing of pro-union workers, instances of bugging and interrogations that have taken place, safety defects, and a host of other factors.

Despite all this, "we won the election. The company went through every board procedure they could to have that decision nullified," she told the group. "All their petty charges and objections were dismissed, and found to be without basis. We were certified as bargaining agent for the workers last September—and to this day, employee support for the union remains strong and continues to

CLUW Resolution Supports Teamsters' Boycott Of PPG (Pittsburgh Plate Glass) Products

WHEREAS: The Teamsters won a representation election at PPG Industries' Lexington, N.C. plant in July, 1978; and,

WHEREAS: The N.L.R.B. has certified the Teamsters Union as the collective bargaining agent for the 1,500 workers at PPG's Lexington, N.C. plant; and,

WHEREAS: PPG continues to refuse to bargain with the Teamsters Union while continuing a policy of anti-unionism including the use of every possible stalling tactic to prevent collective bargaining from ever taking place; and,

WHEREAS: PPG has been found guilty of numerous unfair labor practices by an Administrative Law Judge including discriminatory discharges, discriminatory warnings, threats, interrogations, coercion and others; and,

WHEREAS: PPG still refuses to reinstate workers fired for union activity after being ordered to do so by an Administrative Law Judge; and,

WHEREAS: PPG is continuing its campaign of discharges, harassment, interrogation, surveillance, and other unfair practices; and,

WHEREAS: Workers in Lexington are underpaid and remain adamant in their desire for union representation;

THEREFORE, BE IT RESOLVED THAT:

The Coalition of Labor Union Women (CLUW) goes on record as condemning PPG's anti-union practices and endorses the Teamsters' boycott of PPG products until such time as PPG signs a union contract and ceases its unfair treatment of its Southern workers.

PPG products to boycott include: Zerex Antifreeze-Coolant; PPG paints, enamels, thinners, sealers, primers; PPG brushes, rollers, paint supplies; PPG safety glass and plate glass; PPG coatings, concrete preservatives and adhesives.

grow!" she told conference participants.

"The IBT is not going to abandon this group," she pledged. "We are putting everything we have into the effort. But it isn't just our struggle, just as J. P. Stevens isn't yours alone. It affects all of labor."

And with that the room went wild. It took just seconds for delegates to go on record unanimously in support of the IBT's efforts and join in a blanket condemnation of PPG's anti-union tactics in North Carolina.

Unique Meeting

The meeting itself was a first-of-its-kind symposium to discuss ways of promoting union membership among women workers.

CLUW President Joyce Miller called the session a "kickoff" to establishment of organizing committees in its 35 CLUW chapters which will provide any local union at its request with speakers and assistance. Teamster Local 743 Business Representative Clara Day is a national vice president of this organization, in which many Teamster women participate.

IUD affiliates represented at the session included the Bakery and Confectionary Workers, the Chemical Workers, Clothing and Textile Workers, Communications Workers, American Federation of Government Employees, the Ladies Garment Workers Union, Machinists, Food and Commercial Workers Union, Newspaper Guild and Service Employees, among others.

Also participating were delegates from a host of building trades unions and representatives of the major independent unions, including the United Auto Workers and the Teamsters Union—in other words, a broad cross-section of organized labor in America today.

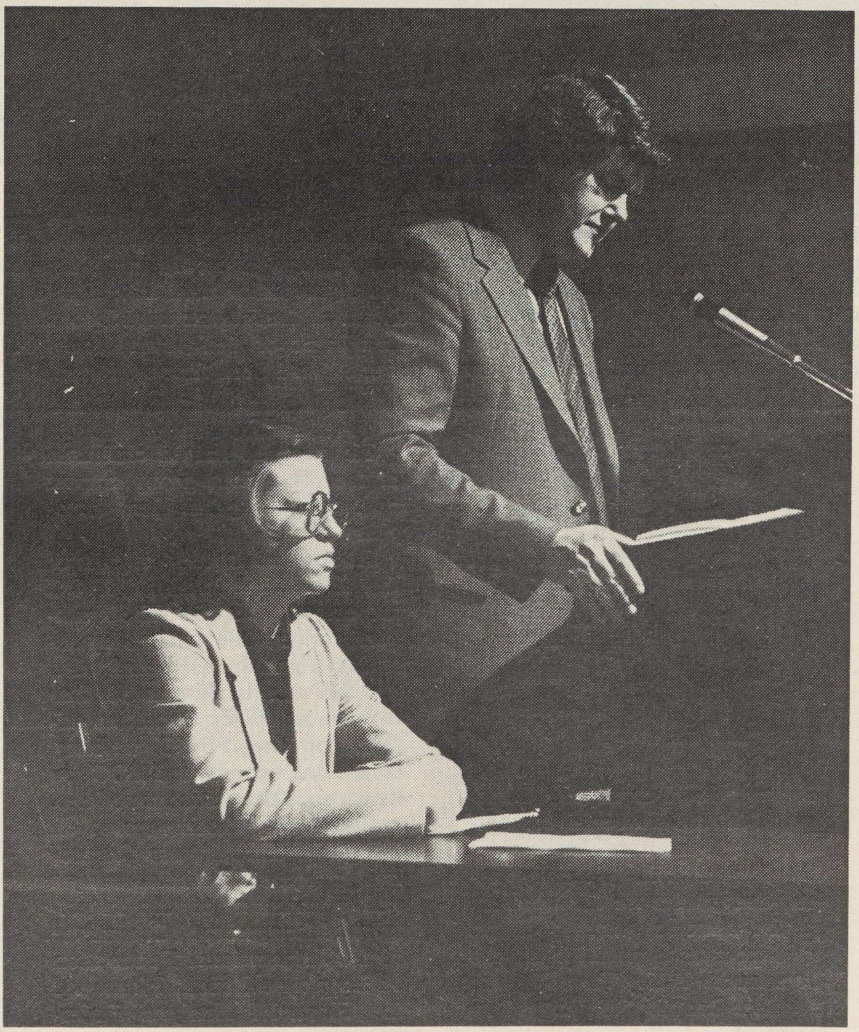
Taking a Stand

Last month, CLUW went a step further with its support during the group's quarterly national executive board meeting, held in Louisville, Ky. There CLUW's national executive board passed a strongly worded resolution condemning PPG's action and pledging all of CLUW's assistance to the Teamsters' boycott efforts.

Board members eagerly volunteered to do whatever they could to help with the boycott and will be notifying their affiliates, so members can join in informing the public about the illegal tactics PPG is employing.

A Union Battle

As Saporta said before the CLUW board, "the fight against PPG's anti-union tactics isn't just the Teamsters. It involves all who believe in the principles espoused by organized labor." The tide of public opinion is beginning to turn against such tactics as those being recommended to PPG by its union-busting legal advisors. **IF** we stand strong and united, labor will show once again that in unity there is strength and that when we are fighting for a just cause, we can win.



The Word's Getting Around

In Washington, D.C., Pittsburgh, Pa. and Columbus, Ohio recently, Teamsters from Local 391 testified on the union-busting tactics increasingly being employed by companies like PPG Industries Inc., in their efforts to avoid unionization and the payment of fair wages and benefits to their workers.

Many of these firms, once based in the North, are scurrying south to right-to-work states where familiarity with unions is scant and workers are happy to have any job, be the pay adequate or not. In conjunction with the boycott of PPG products, the Teamsters intend to make as many legislators as possible aware of the unfair labor tactics being used in these efforts, and furthermore, to pursue the enactment of legislation, such as labor law reform, that will minimize these unjust tactics.

Here, testifying before the Ohio State Legislature recently, are Terri Drake, one of PPG's employees fired for union activity, and Christopher Scott, director of research for the North Carolina local union. On PPG, the Teamster battle is just warming up!

A STEWARDS' SEMINAR OUT WEST

TRAVELING out to the West, the International Union's Research and Education Department recently took its new seminar program for local unions to Phoenix, Arizona, where a two-day session was convened in early January for stewards from Teamster Locals 104 and 274, both based in Phoenix.

The request for the program had come from officers of the two locals—Local 104 Secretary-Treasurer Don Phillips and Local 274 Secretary-Treasurer John Blake—both of whom joined in coordinating the two-day session as well as developing it jointly with the staff of the Research and Education Department. Stewards came from as far as 185 miles away to attend the informative program.

Local 104's Don Phillips, a veteran driver with more than 3,300,000 miles behind him and a one-time Teamster steward himself, still remembers those days and, realizing the importance of having training sessions for the stewards in his local, invited the International. His idea of having a program concerned with the vital role of the steward and the importance of the steward's system within the local union sounded so good to Blake that he decided his members should participate too.

Phillips and Blake began the program, held January 5 and 6, with a welcome to participants and a special thanks to them for taking the time to participate in the weekend program.

Participants then divided into two workshops, presided over by Art Kane, director of research and education, and Sally Payne of the department staff.

Stewards studied the structure of the union and actively participated in mock grievance handling programs. On completion, some stewards from more distant areas enthusiastically noted that they planned to take back the information learned to other stewards who hadn't been able to attend.

Conducting the graduation session, Don Phillips presented each steward with a graduation certificate signed by officers of the International Union and the officers of their own locals. All agreed it had been time well spent.

He's Informed On Finances, Pension Matters

Eugene B. Burroughs, director of the International Brotherhood of Teamsters' Investment Department, was recently acknowledged for his financial expertise when he was reappointed to a post as a member of the Investment Policy Panel of the Pension Benefit Guaranty Corporation.

He was also named chairman of the prestigious group, a post he held during his first three-year term.

Established in 1974 as part of the ERISA legislation, PBGC protects the benefits of 33 million workers and retirees by assuring a guaranteed benefit if a pension plan is terminated. The Investment Policy Panel, an adjunct of the PBGC advisory committee, counsels PBGC on its corporate investment policies.

Burroughs, who has served on the panel since it was formed, is a chartered financial analyst and a member of the Investment Management Committee of the International Foundation of Employee Benefit Plans and the Financial Analysts Federation.

THE TEAMSTER WORKSHOP

More Than Just a Week's Visit to Washington

CONVENING in Washington, D.C., the week of January 28–February 1, 1980, 19 Teamsters from around the country had a chance to compare experiences at the Teamsters' workshop last month.

As with previous groups, they found the experience a rewarding one, well worth the trips they made to the nation's capital to participate.

Both guest speakers before the group stressed the importance of energy to our national well-being, with Sven Kraemer of the Republican Policy Committee filling in the scenario on the international front along with giving delegates a summary of recent world events, and Richard Stone, assistant to Secretary of Energy Charles W. Duncan, describing the efforts of the Federal Energy Administration on the home front.

Stone's remarks gave participants some insights into how energy legislation is formulated and enacted and what the department is focusing on in its current initiatives.

Many of the programs Stone spoke about, Teamsters noted, were similar to ideas proposed by the Teamsters in our own suggested national energy program, which will soon be presented to Congress.

Attending the week-long class were: R. J. Richardson, president, Local 47, Fort Worth, Tex.; Duane Kraemer, business agent, Local 200, Milwaukee, Wisc.; Ed Burke, president, Local 312, Chester, Pa.; David Kozak, business agent, Local 464, Vancouver, B.C., Can.; J. C. Neel, secretary-treasurer, and Dwayne Hagin, business agent, both of Local 523, Tulsa, Okla.

Others in the group included: Business Agents Elmer Davis and John Slobodnik from Local 554, Omaha, Neb.; Harry Poling, secretary-treasurer, and John R. Marshall, business agent, both of Local 716, Indianapolis, Ind.; Business Agents Tyson Johnson and Marshall Taylor from Local 745, Dallas, Tex., and Jay W. McKinney, president of Local 771, Lancaster, Pa.

From Local 833 in Jefferson City, Mo., came Secretary-Treasurer Larry Ballew and Business Agents Larry Green and Kenneth Hollandswort.

Traveling down from Canada were Gower Markle, a coordinator for labor education with the Canadian Conference from Haul, Quebec, Can., and Jim Phelan, director of chemical energy for the Conference from Don Mills, Ontario, Can. Michael Markowitz, a representative with the Eastern Conference of Teamsters, also sat in on the sessions.

INFLATION RUN-A-WAY
INCREASING HOME RENTS
FIXED INCOME PROBLEM
BANANAS UP
INCREASES IN GASOLINE COSTS
NCREASE IN FUEL OIL COS
R COSTS UP
HOME MORTGAGES UP
AIR FARES UP
ELECTRICITY COSTS UP

A CHICKEN IN EVERY POT

or

YES ! WE HAVE NO BANANAS !

A PERSON without hope is a lost soul. There must be many who fall into that category or those who border on hopelessness as inflation denies dreams and aspirations.

A recent listing in a national publication showed fifty-three consumer items, most of them essentials, which lead the inflation parade. Only eight items declined in price.

Inflation is very democratic, protecting only the rich. Young married couples hoping to establish a home life cannot touch the housing market and find rentals creeping out of sight of the family budget. Established families pursuing the American dream are awakened too early as prices for essentials drain purchasing power targeted for more affluence. The elderly on fixed incomes are between a rock and a hard place, a demeaning economic circumstance for those who worked hard planning for retirement.

For the last decade, and even more so now, the government's approach to fighting inflation has been conservative. A national policy of scarcity rather than abundance has been the approach to level off prices and give the consumer a break. The result is that during the last year, inflation rose by more than 13 percent.

Government pricing policies on energy with emphasis on removing controls to encourage more production have resulted in a 61.8% increase in fuel oil and a 52.2% increase in the price of gasoline in the 12 months of 1979.

Hamburger, once known as the poor man's meat, is up a staggering 24.9%. Even bananas are up a whopping 21.9%. Reflecting high interest rates, mortgages are up 16.1%. Electricity is up 11.2% in just one year. (It should be noted that since airline deregulation, air fares are up 30%, second in increases only to oil and gas!)

It is little consolation that chicken, women's sportswear, lettuce, pork sausage, ham and bacon actually declined in price during 1979.

Nothing much in recent history, considering present attitudes, and nothing in the future, promises much hope. Glancing back we find that in 1966, inflation ran at 2.9%, was the same in 1967, and jumped to 4.2% in 1968, and to 5.4% in 1969 and 5.9% in 1970.

Then the consumer got some relief. President Richard Nixon imposed a 90-day wage-price freeze with the result that during its first phase inflation dropped to 4.3% and in 1972 to 3.3%. During 1973, with limited controls on prices and wages, inflation jumped to 6.2% and in 1974 with controls ended, inflation ran at 11%.

Present government policies include voluntary wage and price guidelines. They are called jawboning and worse, but the bottom line is that under present policy inflation bounds along at more than 13%.

Most presidential hopefuls oppose mandatory economic controls. All espouse reduced government spending. Many want to remove regulations on businesses. Not much new in that campaign rhetoric. It is popular in a presidential election year to beat the drums for a free market for the establishment of prices and to take pot shots at big government in an appeal to the overburdened taxpayer.

The trouble with all of this is that no relief for the consumer ever shows up in the marketplace.

There are those voices in the economic wilderness who claim that our national economic policy ought to be based on one of abundance instead of scarcity. They claim that the remedy is that of doing all we can to promote sustained full production through full use of available and growing capabilities. They say, admitting to some shortages of some resources, that the meaningful solution is to overcome these as rapidly as possible and in the meantime to shift resource uses to promote a growing economy.

Who knows? Certainly now is the time for one to be leary of those seeking high offices who promise Utopia. Perhaps, it is time to go back to square one—say during the time of the Nixon wage-price freeze, with additional controls on all other forms of income. All we know is that it worked once.

It might be time now to bite the bullet again. Hold things in place until something better comes along. Certainly present policies rear their ugly heads everytime one stands at the checkout counter.

Certainly something else must be tried to rescue the American Dream. It is pretty discouraging for the worker to ratify a union contract, only to find that increases are eaten away in the first year. It must be discouraging to be young and hopeful, only to find that owning one's own home is a dream out of yesterday. How demeaning it must be to have worked a lifetime to enjoy Social Security in old age, only to find that it was a pipe dream.

The sands in the hour glass of hope quickly are reaching the bottom, and in this presidential year, we have yet to see anyone seeking the highest office who proposes to turn the glass over and put hope on top again.

'Just Did What I Had To,' Says ATA Driver of Year

WHEN Teamster Marvin Mathews stepped into his first truck cab more than 32 years ago, he probably didn't think much about becoming the best at what he did for a living, but that's just where the Atlanta, Georgia Local 528 member has ended up.

Mathews, a three-million-plus miler with Complete Auto Transit, Inc., was recently selected the 1980 national Truck Driver of the Year by the American Trucking Associations, Inc.

While this isn't the first honor the Georgia Teamster has received over his long driving career, it probably is the most prestigious. Others include selection as the 1979 Georgia Driver of the Year, a 1979 nomination to receive a Presidential Medal of Honor, and in 1975, a 25-Year Safe-Driving Award from the National Automobile Transporters Association.

Perhaps one of the things that swayed the judges of the annual truckers' competition most was Mathews' heroic efforts in March 1979, when he put his own life on the line to save two fellow motorists after a serious traffic accident.

Recalling the events in an unemotional Georgia drawl, the Teamster said his truck was stopped in traffic backed-up on an interstate highway outside Baton Rouge, Louisiana, when the incident began. "I was sitting there," he said, "and the next thing I remember is standing beside my rig which had been pushed approximately the length of my trailer." A car and a truck involved in a traffic pile-up had slammed into his trailer's rear end.

Flames engulfed the car and both trucks, as Mathews spotted two persons trapped in the car, sandwiched between the rear of his loaded automobile transporter and the front end of another tractor. He could feel a throbbing pain in his neck and back from the sudden jolt.

Amid diesel fuel and gasoline spilled along the highway, Mathews reached for his fire-extinguisher and kept the raging flames away from the car's gas tank as rescuers struggled to free the car's driver and a passenger. "I realized immediately that the first priority was to try to contain the fire until the occupants were freed," said the Teamster, who risked his own life to ensure their safety.

Seconds after they were freed, Mathews' extinguisher ran out and the car's gas tank exploded, engulfing car and trucks in sheets of flame. There were no serious injuries.

"I did only what anyone else would have done in the same situation," Mathews said of his action. "There were people in the vehicle. I just did what had to be done."

On February 4, less than a year after his heroic effort, Mathews was named the American Trucking Associations' "Driver of the Year for 1980," the highest honor accorded by the nation's motor carrier industry, at an awards ceremony in Atlanta, Ga.

Mathews was one of 41 state drivers considered for the honor, and was sponsored by the Georgia Motor Transport Assn.

Although saving lives is newsworthy, just as remarkable is Mathews' 32-year driving career, during which he has logged more than three million miles without a preventable accident.

And, his entire career has been with the same company, Complete Auto Transit. The company's prime shipper is General Motors, whose new car assembly plant lies just several hundred yards away.

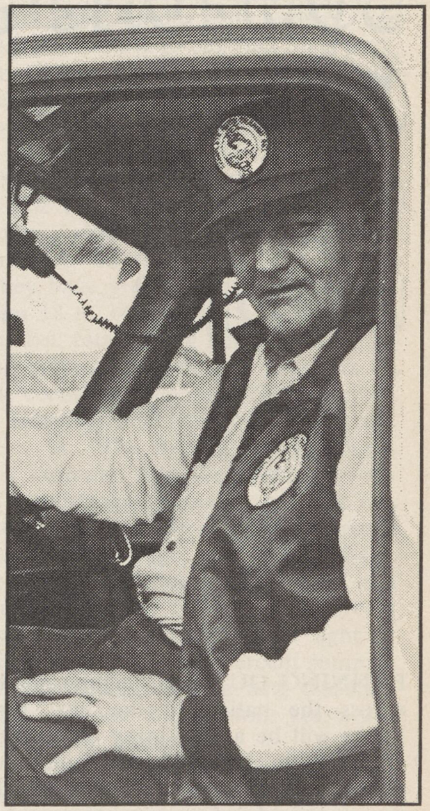
Mathews' job is transporting cars in a nine-state region covering Florida, Alabama, Mississippi, North and South Carolina, Louisiana, Tennessee, Kentucky and Ohio.

The Teamster says a distinction should be made between a regular tractor-trailer and an auto carrier of the type he drives. There isn't much difference in driving the vehicles, "but loading and unloading can't compare. The auto transporter has so many moving parts and it can be really hazardous. You have to constantly watch what you are doing to prevent injury."

He attributes his outstanding record to driving defensively. "Watch out for the other guy, be alert and have quick reflexes" is his advice to motorists and other truckers.

Because of the size of a tractor-trailer, truckers should "always give the motorist the benefit of the doubt," the Teamster warns. He knows from more than three decades of driving that "the trucker will do more than his share to be courteous to motorists."

Safety begins with his own vehicle. "Before I take out my rig, I check and bump the tires, I check my wheel bearings and look for leaks or anything suspicious." As chairman of his terminal's drivers committee, "I am asked to speak frequently at union meetings about the topics of safety and good driving habits," the Local 528 veteran adds.



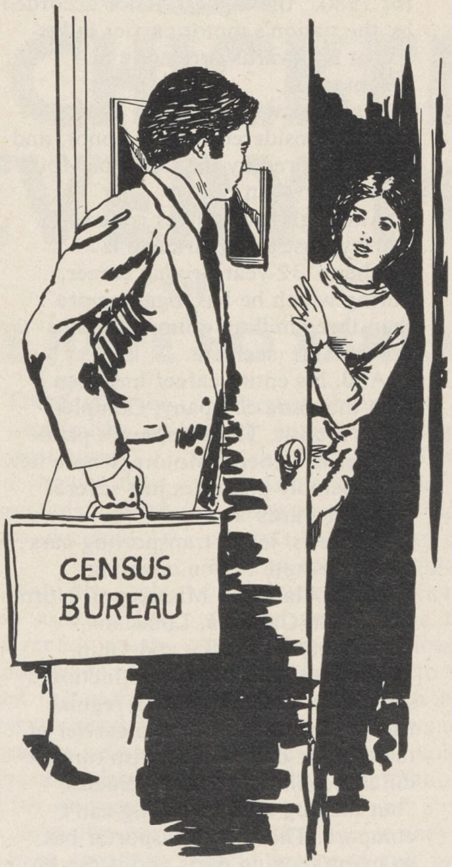
"I guess you could say the trucking industry has been very good to me," said Mathews, one of the senior drivers in the company's Atlanta terminal. But after a work schedule that often requires him to be on the road five or six days a week, Mathews enjoys relaxing "by being at home with my wife, Betty, and working around the house." The couple have a daughter, Cheryl Lynne, 29.

Mathews is also active in several local church, fraternal and veterans groups, but especially enjoys his work with the Shriner's Hospital for Crippled Children in Atlanta.

Seniority allows Mathews his preference of available runs, but the Teamster prefers the Atlanta to Mobile, Alabama trip, "because I know the road has less traffic than other highways and the people I serve are friendly."

Certainly the trip is never boring, as evidenced by what happened last March 5.

SOMEONE'S KNOCKIN' ON OUR DOORS



FANNING OUT into neighborhoods across the nation in the next few weeks will be a mini-army of people, armed with clipboards and questionnaires, and intent on ferreting out all the scraps of information that make up our daily lives.

They are the men and women hired by the Census Bureau to find out where we Americans are in 1980, who we are and how well we are doing. The answers they receive will form the contents of the 1980 census report, and when completed, will help determine the shapes of our lives in years to come.

The 1980 census, which officially begins April 1, will mark the 20th time in the nation's history that Americans have counted themselves.

The number of questions and the uses of census data have both grown considerably since the first count, and quill pens have yielded to computers, but the census has never lost its roots in the Constitution.

When the delegates to the constitutional convention met in 1787, they decided that population distribution should be the basis for direct taxation and for apportionment in the House of Representatives, so they approved a Constitutional requirement that every person in the nation be counted at least once every 10 years, beginning in 1790.

For that first census, marshals and their assistants dispatched by Secretary of State Thomas Jefferson traveled by foot, boat, or horseback through areas with few roads and bridges to conduct that first count in the 16 existing states and the Southwestern Territory. Their census, unlike today's, contained only five questions.

Census takers recorded answers on any kind of paper they happened to have and posted the lists in each town or city in a public place. Anyone missed was expected to add his or her own name to the list. Apparently Thomas Jefferson was one of those missed the first time around, for he had to add his own name to the list posted in Philadelphia. That count took 18 months and showed a population of just under four million.

For nearly two centuries since then, the census has monitored our growth and development as a nation, yielding invaluable information about ourselves as a people: who we are, what we do, how we live.

The Census Bureau this year, for example, expects to survey more than 222 million people and 86 million housing units across the United States, Puerto Rico, the Virgin Islands, Guam, American Samoa and the U.S. trust territories. By the time the last American is counted sometime during the summer, the Census Bureau will have gathered more than three billion items of information about our lives, all of which will remain confidential as to source.

Dramatic changes in American family life, income, housing costs, population distribution, and Congressional representation will be revealed by the upcoming 1980 census, along with one of the lowest population growth rates in our history.

Gathering and tabulating our answers, the 1980 census will sketch a new and unique portrait of the nation, revealing not only the number of Americans, but their location, condition, activities and how they are housed.

It will also document changes indicated in recent years by ongoing Census Bureau surveys, spelling out in great detail the changes in U.S. society over the past decade.

Take the American family as an example. If recent demographic trends hold true, the 1980 census should show that:

- The number of husbandless women who are heading families has soared nearly 50% since 1970 to more than eight million;
- The traditional family household of father, mother and one or more children now accounts for less than a third of the nation's households, the lowest percentage ever; and that
- Both husband and wife have earned income in about half of the 48 million husband-wife families in the U.S., a new high.

Of the 222 million residents who'll be queried, there will be some who speak no English, people with various political opinions, the rich and the destitute, the educated and the illiterate, members of all the earth's races. The census also will assess their housing—single-family homes, houseboats, condominiums, shacks, "abandoned" buildings, migrant worker camps, jails, school dormitories, at sea and overseas.

WHAT WILL THEY ASK?

For most Americans, the 1980 census will be simple enough.

Every household in the U.S. will receive a census questionnaire in the mail on March 28, 1980, and will be asked to answer the questions.

Approximately four out of five households will be asked to answer the 19 questions on the short version questionnaire. The remaining households, chosen randomly, will answer a longer version with 46 additional questions. Filling them out should take between 15-45 minutes, depending on the form you receive.

About 90 percent of the households will be asked to mail back their completed questionnaires, while the remaining 10 percent—primarily those in sparsely settled areas—will be instructed to keep their completed questionnaires until census takers pick them up.

Those households that do not mail back the completed questionnaires as requested will be visited by census takers who will obtain the required information.

Census questions seek basic information about people—age, sex, occupation, and the like—and about subjects such as housing, personal transportation and energy use.

Every 1980 census question will provide important information for use in or out of government—always, as prescribed by law, anonymous statistics that can't be linked to individuals.

Even seemingly ridiculous inquiries such as a question about plumbing facilities have a purpose. Why? Because, for several decades, plumbing facilities have been an important indicator of housing quality. The adequacy of plumbing facilities has, therefore, become a key factor in determining which communities need and receive Federal housing assistance funds.

THE ANSWERS ARE IMPORTANT

The Constitutional purpose of the census, to provide a basis for reapportionment among the states of seats in the House of Representatives, has been constant since 1790. In modern times, particularly since the advent of the computer three decades ago, other applications of census data have become increasingly diverse.

During the past 10 years, government at every level has multiplied dramatically its dependence on census data to help plan and implement programs. More than 100 Federal programs now guide their spending of an estimated $50 billion annually with census statistics.

More jobs, help for abused children, crime prevention assistance, extra reading teachers, Federal highway funds—for these and many more Federal programs, where the money is spent depends at least partially on what the 1980 census finds.

Local and State officials also rely heavily on census data when managing their programs.

For instance, Federally funded nutritional and social service programs for the elderly bring senior citizens together at least five days a week to share hot, nutritious meals and companionship in local firehalls, church basements, and other meeting places. Congress has specified that each participating state should receive funds according to its over-60 population as determined by the census—the more senior citizens, the larger the check.

Local officials must pick sites for the nutritional program. In Indianapolis, census data were consulted to pinpoint the 20 small areas of the city with the largest numbers of senior citizens. The Mayor's Task Force on Aging used this information and opened nutrition centers for the elderly in each of the 20 neighborhoods.

THEY'RE EVERYWHERE

Today, census information is used virtually everywhere in the United States.

Not long ago, an enterprising young woman in Denver phoned the Census Bureau and asked how she could find out the number of unmarried men in her city.

The Bureau employee said he could supply that information, broken down by neighborhood if she so desired.

Fantastic, she said, and can you tell me the neighborhoods where the men are young and wealthy?

This woman was learning something that business, civic, and government leaders have known for years: the census is often the best—and sometimes the only—source of accurate statistics about people and their housing, from a national level right down to a specific city block.

A firm in Nashville recently used census data about the number of working mothers, median family income, and the age of children, to find areas in need of private day care centers.

In Illinois, a real estate firm uses census data to give interested home buyers an instant mini-profile of prospective neighborhoods.

In large cities, such as Atlanta and San Francisco, transportation planners rely on census information when selecting bus routes, subway stops, and highways that will need widening.

In Detroit, a pizza parlor chain consults census statistics when choosing the best site for a new restaurant.

Census data also can be helpful to community groups. The Boy Scouts in Minnesota have used census statistics to assist their projections of future enrollment and the types of facilities that would be needed. In Kansas City, a church planned its building fund drive using census information about its attendance area. Block associations and others can make their case to city hall for a park, or against a proposed highway, with census statistics to back up their reasoning.

Income data will be of interest to economists and others.

The economic impact of the "baby boom" after World War II will continue to be tracked by the census. They have grown to be young adults, ages 18 to 34, and are now in the job market, establishing families, and buying homes, exerting new pressures on the economy because of their number.

Housing costs also will be of concern. A 1976 Bureau survey found, for example, that the average owner of a mortgaged home at that time was paying 18 percent of annual income for the mortgage, real estate taxes, property insurance, utilities, fuel and trash collection. How the 18 percent figure holds up in 1980, in light of factors such as a 45 percent jump in the average price of a new one-family home over the past four years, will be of wide interest.

PARTICIPATE

So, you see, the census accomplishes a lot more than satisfying the curiosity of the inquiring investigator who crops up at your door, armed with a questionnaire.

It really will help determine how we live in this new decade and help project what our needs will be in ensuing ones.

By law, the Census Bureau must provide the President with the population totals for all the states by January 1, 1981, for purposes of Congressional reapportionment. A new law also requires that the population of counties, cities and other political subdivisions be provided to each state no later than April 1, 1981, for redrawing district lines.

So, c'mon brother and sister Teamsters! Let's get behind Uncle Sam's head count by sending our questionnaires back early and correctly filled out. Who knows—yours might be a statistic that could make a difference.

ON DEREGULATION

IN early February, Senator Howard Cannon, chairman of the Senate Commerce Committee, and Senator Robert Packwood, the committee's ranking minority member, unveiled their long-awaited version of trucking deregulation legislation.

In essence, the bill would virtually eliminate the limited antitrust immunity for rate bureaus—the regional groups of truckers that jointly establish and publish rates. The package, as it stands now, would also destroy jobs by allowing the entry of irresponsible persons into the trucking industry and lessen many of the operating protections of the Interstate Commerce Act.

Darius W. Gaskins, Jr., chairman of the Interstate Commerce Commission, the agency that regulates trucking, called the measure "a basis for a good compromise," which says something about its sweeping scope.

The ICC had been anxiously awaiting the Cannon-Packwood measure since last fall when Cannon asked the commission to delay implementing its proposed deregulation of trucking until June 1, by which time he anticipated Congress would have passed its own trucking legislation.

Many of the major elements of the new legislation, however, still fail to deal fairly with areas of great concern to Teamsters and the trucking industry.

The proposed legislation would:

- Provide new freedom for new companies to enter trucking and easier access to new parts of the industry for already established truckers.
- Establish a 10 percent zone of reasonableness within which trucking companies could set many of their rates without getting specific ICC approval.
- Open rate bureau meetings to public scrutiny and comment, a process that could impede their ability to act quickly.

A key element of the legislation is that it would embody in law many of the "no-regulation" policies adopted by the ICC.

A new statement of policy contained in the bill says: the ICC would "rely to a maximum extent feasible upon actual and potential competition" as a way to foster more services for shippers, more pricing options, better utilization of equipment and possibly better management efficiency."

The bill would let most "fit, willing and able" applicants enter the trucking industry unless it could be proved that the proposed service would be "inconsistent with the present or future public convenience and necessity." This approach is in contrast to past rules that required an applicant to prove that the proposed service was needed.

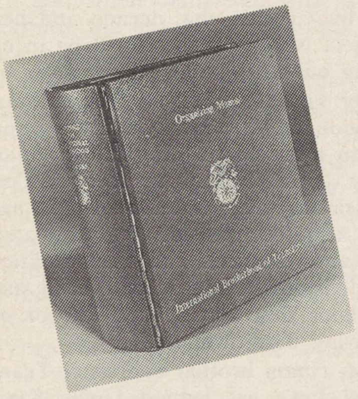
The Teamsters Union and the trucking industry are opposed to S. 2245, the Commerce Committee's bill, and have grave concerns about H.R. 6418, the measure being considered by the House Public Works Committee.

No consideration is evidenced in either of these bills for the safety of Teamsters or their equipment on the highways or their wages and benefits. Nor is any evidenced for motorists who must share the roads with the thousands of vehicles that will be operated in unsafe condition.

These are legitimate concerns and the Teamsters will be fighting for them, as this legislation makes its way through Congress in coming weeks.

Please, Teamsters Write Your Legislators On This Important Issue

HOT OFF THE PRESSES, THE IBT ORGANIZING MANUAL

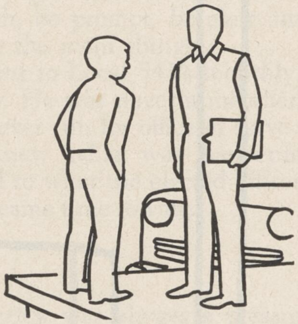


"Everything you ever wanted to know about organizing, but didn't know who to ask," could be the title of this reecnt publication of the IBT Organizing Department at headquarters.

The new manual, now available to Teamster affiliates, has been designed to answer a local union's questions involved in an organizing campaign. A key feature of the book is its concentration on the anti-union specialists now advising major corporations on their labor relations; special attention focuses on how to effectively combat these union-busting forces in your own organizing campaign.

The manual, which should prove a valuable addition to each local union's library and an invaluable aid to organizers, will be distributed to all affiliates in the near future.

The publication was compiled by the IBT to better serve all affiliates. It is hoped the manual will prove a tool that helps keep the Teamsters in the forefront of organizing the unorganized today and tomorrow as we have been in the past.



Kinship of Work

He was 60 years old and worried. Meradew Washington had worked for J. E. Dunn Construction in Kansas City, Missouri, more than 20 years. Now he was uncertain about the future.

'Wash,' as he was known, had tied onto the Dunn company in 1952. It was a union job. Wash joined Teamster Local 541 as a construction driver. Through the years he worked as an owner-operator.

When Wash first signed on, Dunn was a family business bossed by the old man alone. Dunn had one or two construction jobs, usually small apartment buildings, underway at a time. Dunn needed a truck but could not afford to buy the equipment. So he hired Meradew Washington as a driver and leased Wash's truck, an arrangement provided for in the collective bargaining agreement.

Each year following, Dunn would renew the lease on Washington's truck. Always Wash was paid for his labor according to the Local 541 contract with the company. The long-standing owner-operator relationship was unique in an industry where the work is seasonal, geographically varied and limited by time contracted from project to project with different employers.

The years rolled by successfully for both Wash and J. E. Dunn Construction. Every three or four years, Wash would purchase a new 20-ton flatbed truck. He paid his own expenses, maintained and repaired the equipment, and rolled it whenever and wherever the employer needed it. Washington's wages and benefits as a driver increased every year according to the terms of the union agreement.

Good management resulted in growth for Dunn. In later years, the old man brought in his sons, Bill and Ernie, to help with the fast-growing business. By 1974, Dunn had several warehouses around Kansas City. The company had enormous projects in progress simultaneously—everything from huge office buildings to high-rise apartments—and was constructing pipelines, too.

It was Washington's job to haul the odds and ends of building material and tools used in construction around K.C. He also transferred miscellaneous supplies from job to job. One week he might be transporting pipe, Georgia buggies, or whatever. The next week he might be hauling away scrap from a completed job.

Wash was Dunn's only driver in the beginning. By 1974, the company had 40 drivers wheeling around Dunn projects in the Kansas City metropolitan area.

Then came a bleak day for Meradew Washington.

One of the newest supervisors for J. E. Dunn Construction was an ambitious young fellow. A world-beater. The man, a former timekeeper, wanted to show Dunn ownership how he could save money for the company and still get the job done.

One day the ex-timekeeper called Meradew Washington into the office. Wash was informed the lease on his truck would not be renewed—that the company was going to purchase its own trucks. Wash was confused. Every year for 22 years the lease, with reasonable changes in fees, had been signed.

The supervisor added to Washington's confusion by voicing the suggestion that perhaps the 60-year-old driver had slowed up. Maybe Wash should not drive for Dunn anymore. Maybe think about peddling his truck elsewhere.

It was a sunny day in Kansas City. Wash found the Local 541 business agent assigned to J. E. Dunn Construction. They stood in the sunlight on a warehouse dock and talked it over with each other.

Wash explained—as best he could understand—what had happened to him. The agent listened carefully and then asked questions. Wash concluded with a question of his own: "The Dunns wouldn't just toss me off like that, would they ? Not after all these years ?"

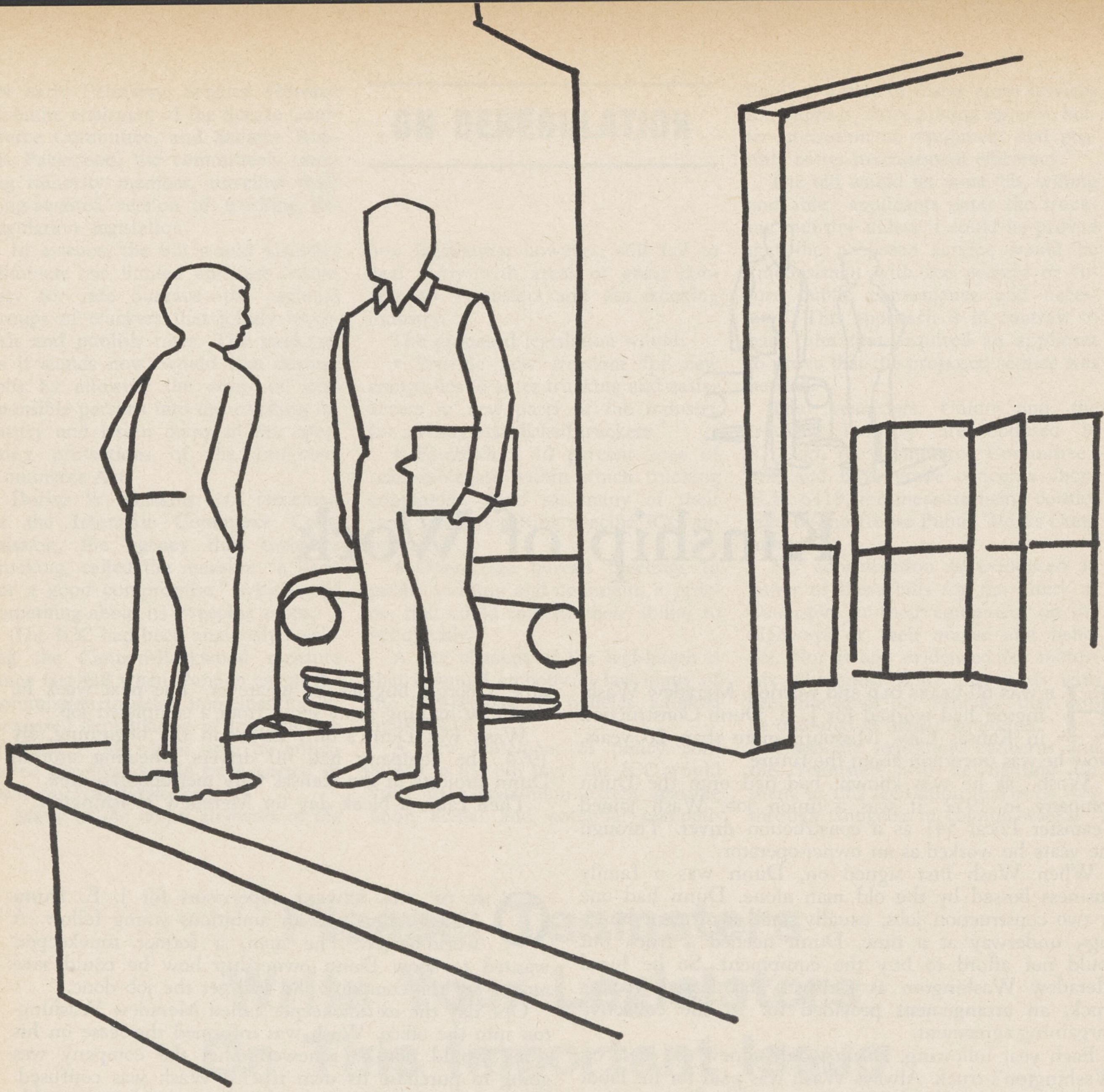
"No, Wash," said the business agent. "I don't think so."

"What should I do ?"

"First—take it easy."

Wash said firmly: "I don't want to stop working. I'm too old to get out and hustle that truck of mine."

"Just take it easy," the business agent repeated quietly. He thought a few moments and continued: "There's



nothing we can do about the truck, Wash. It's the company's option whether it wants to lease the equipment or not. You know that. But, don't worry, they aren't going to get rid of you. The Dunns aren't like that. They just aren't aware of what's happening. I'll go have a talk with 'em."

The next day Wash learned the Dunn brothers had overruled the ambitious supervisor. Wash would stay on as a driver so long as he could hack the wheel.

Meradew Washington felt very good about it. Once old man Dunn had needed Wash and his flatbed truck. Then came the time that Wash needed the sons. The sons did not forget.

The Local 541 business agent had provided a service of binding the wound on a long work kinship.

THE CALAMITY OF FLOOD was responsible for moving Meradew Washington into a late career as a Teamster construction driver. He was employed at a Kansas City packinghouse when the Missouri River rampaged in the spring of 1951.

Most of the southern section of Kansas City went under water as the river crested. Packinghouses operated by Armour, Swift, Wilson and Cudahy were destroyed in the flooding. Washington, employed 12 years at the Cudahy plant, suddenly found himself out of work.

Wash already had a truck. He had bought it a couple of years earlier to make extra money hauling trash and anything else during slack slaughtering periods. He moonlighted mostly in the springtime when cattle were being fattened on feeder lots after the long winter. It was a convenient arrangement because construction work revived with the coming of good weather.

Once the waters of the Missouri receded, Wash had plenty of work hauling carcasses from the packinghouse area. The Kansas City cleanup continued through the summer, with Washington's truck helping, and on into the winter. Then he found the Dunn job.

Driving for J. E. Dunn was a new experience for Wash. He had to learn some new ideas unique to construction, the most important being the matter of jurisdiction. In past work, Wash had always been a fellow to do whatever needed doing. Now he discovered that every man on a construction job had certain skills. Job infringement was discouraged.

A business agent explained the construction facts of life to Wash. That he no longer loaded his truck because that was the responsibility of the laborer. That Wash in turn should never assume another man's job role. Nor let anyone else do his work. That his main responsibility was maneuvering the truck and its load safely and effectively.

Wash found there were few special problems in construction work, mostly because everyone remained relaxed. Do your job, be prompt, be alert and avoid accidents—those were the main things.

Washington went to Local 541's monthly membership meetings regularly. He was never a member of any committee nor did he ever run for office or serve as a steward. But he always knew what was happening with the union. He listened to what the elected officers had to say. He voted when it came time to vote.

DRIVING A TRUCK was always a pleasure for Meradew Washington. He enjoyed the grasp of the wheel and the sound of the engine. Sitting high. Taking different routes. He knew every street in Kansas City and its environs.

Through the years, Wash probably averaged 750 miles a week traveling from warehouse to jobsite to warehouse and back again. He knew every construction worker on the projects. Everybody knew him.

His longest tenure on a particular assignment lasted eight years. That was the time J. E. Dunn Construction was putting up dormitories and other massive buildings at Central Missouri State University near Warrensburg, Missouri. It was a 55-mile trip to get there from K.C.

Generally, Washington thought of truck driving as a big improvement over his previous occupation at Cudahy where he went to work in 1939. He was a member of the Packinghouse Workers Union throughout his Cudahy years.

At the packinghouse, he worked in the cattle bed. He knocked cattle, skinned them, broke their legs—"did it all" as he recalled decades later. It took a couple of years to become expert at killing a steer.

Cattle knockers used a 2-pound steel hammer in those days. They stood high on a ramp and hit the animal in the middle of the forehead, just above the eyes, when it came through the chute. Then a trapdoor would open and the stunned steer would descend to the blood floor where its throat was cut.

There the animal would be gutted, skinned, headed, backed and rumped. Breaking legs, Wash found, was a skill also; there was a spot at the joint where a knife could pass through without touching bone. Once the legs were cut, the skinning commenced. A steer vanished in two minutes.

Now and then the steer killer, perhaps weary, might make a faulty knock. The animal would return to life and run amuck after having fallen through the trap. The men would cuss the knocker and take cover; the knocker was expected to go down and finish the job by hiding behind a pillar and hammering the crazed animal as it romped past.

Somehow, Washington never really tired of packinghouse work. However, it did enable him to better appreciate the cab of a truck.

WASHINGTON WAS BORN in 1914 not far from the original Creek Indian Council House near Okmulgee, Oklahoma. Like other black children, he began working in the cotton and corn at a very young age.

His teacher in a country schoolhouse was nice to him. But work ended the books for Wash after five grades. By the time he was 14 years old, he was laboring for an uncle on the Verdigris River. Seven years later and penniless, Wash decided he'd had enough struggling with poor dirt.

Meradew Washington went to Kansas City in 1935 at the zenith of the Great Depression. Jobs were almost impossible for any man to find. Wash turned to the most menial, underpaid work to survive. Washing dishes. Bus boy. Hotel porter. His first job was at a car wash for tips.

Finally Wash found steady employment at the railroad yards. He earned $3 a week for unloading coal from rail cars. The coal had to be shoveled. A fellow could earn 10 cents extra for every ton he unloaded. A car held 40 tons of coal. It took several men eight hours to empty a car. The employer took a dime out of the paycheck for Social Security.

Coal was the important fuel in America 50 years ago. Nearly all houses and buildings were heated by coal-burning furnaces. Considering the times, it was a fairly cheap fuel at about $5 a ton. When somebody invented a method to dump coal cars in a few seconds, coal shovelers joined the unemployed.

Washington found his way to the Cudahy packinghouse early in 1942. It was a fortunate change in employment for him in that he became part of a deferred industry for the duration of World War II. Although classified 1-A in the military draft, Wash never went to the service because he was a cattle butcher.

American armies and navies needed beef and Wash was one of the thousands who helped supply it. Every three months he would receive a letter from Fort Leavenworth. He would take the letter to his superintendent who would then notify the draft board that, yes indeed, Meradew Washington was still working in the packinghouse.

A lifetime of hard work. Dirt farming. Shoveling coal. On the cattle bed. Finally, perhaps the easiest work in Washington's experience—driving a construction truck.

Recently he said rather shyly, "A life of hard work doesn't hurt you." In the next breath, he explained that he does not go hunting much anymore because "my legs won't hold up."

* * *

VEGETABLE GARDENING has been Meradew Washington's main pastime since retirement in 1976. He and his wife own their home in Kansas City. They have pride in a grandson now studying engineering in college.

Five-foot-nine and still a husky man at the age of 66, Wash says today that were it not for the Teamsters Union "I still would have been trying to hustle somebody for work."

Wash remembers that he was about 40 years old when he became a Teamsters Union member. "It helped me. The Teamsters saw to it that I got a fair shake and wouldn't let it go because I was older."

Washington is very strong on the subject of union security. Thinking of his own experience, he declares: "Seniority doesn't mean a thing unless you belong to a union. If they put their mind to it, they can dump you—unless you are a union member."

CONGRESSIONAL VOTING RECORD 96th CONGRESS

WITH the 1980 elections just around the corner, the International Brotherhood of Teamsters can think of no activity more important for its members this year than becoming involved in the political process.

Flocking to neighborhood caucuses and state and party conventions, we Americans will be choosing in coming months those we want to represent us—from the highest federal levels to the lowest city and county posts.

These legislators, especially at the federal level, will be deciding important issues—whether we go to war, how we battle inflation and overcome energy shortages, whether Davis-Bacon erosion and deregulation will be allowed to decimate Teamster jobs . . . and a host of other concerns.

How your legislators voted during the last session of Congress on issues of key concern to Teamsters may give an indication of each legislator's support for basic labor issues.

The Teamsters' Legislative Department urges you to consider this record as you cast your ballots during the year. It also encourages you to support DRIVE, the Teamsters' non-partisan political action committee, to help defeat labor's enemies and elect its friends.

(And a reminder: In order to vote, you must be registered. So check now for registration deadlines in your area, to make sure your ballot counts and your voice is heard when the final tallies roll in. America is really depending on us this year!)

IN THE SENATE

1. Davis-Bacon I

This amendment to the Davis-Bacon Act would have exempted federally funded residential rehabilitation projects performed by non-profit groups from the Act's journeyman-apprenticeship ratio. The amendment was defeated 35 Yeas to 57 Noes.

A Right vote was "No".

(07/13/79 Roll #165)

2. Davis-Bacon II

This assault on the Davis-Bacon Act would have exempted all military construction projects costing less than $50,000 from the provisions of the Act. Approximately one-fourth of the workers on projects funded by this legislation would have lost Davis-Bacon protection. This amendment was defeated 40 Yeas to 57 Noes.

A Right vote was "No".

(07/30/79 Roll #233)

3. Safety In The Workplace

This amendment to the OSHA funding bill exempts from safety inspections all businesses with ten or fewer employees and who have a low accident rate. Opponents of the amendment attempted to defeat it by having it ruled out of order. This motion failed 54 Yeas to 38 Noes.

A Right vote was "No".

(07/20/79 Roll #200)

4. Windfall Profits Tax

This motion to table and thereby defeat an amendment to H.R.3919 to tax newly discovered, tertiary and heavy oil at a rate of 20%. This vote was a turning point during consideration of the Windfall Profits Tax Bill. The motion to table was defeated 44 Yeas to 53 Noes.

A right vote was "No".

(12/12/79 Roll #471)

5. Union Security—Department of Education

This amendment to S.210, to create a Department of Education, would have prohibited union security clauses in school contracts. This amendment was ruled out of order and thereby defeated. The vote was 68 Yeas to 24 Noes.

A right vote was "Yea".

(04/30/79 Roll#67)

6. Chrysler Loan Guarantees

This vote was on the passage of H.R. 5860 to provide Chrysler with loan guarantees to continue operation. This bill passed 53 Yeas to 44 Noes.

A Right vote was "Yea".

(12/19/79 Roll #502)

Key to Symbols

R	**Voted Right**
W	**Voted Wrong**
A	**Absent or did not vote**

SENATE VOTES

	1	2	3	4	5	6
ALABAMA						
Heflin (D)	R	R	A	W	R	R
Stewart (D)	R	R	W	R	W	R
ALASKA						
Gravel (D)	R	R	A	W	A	W
Stevens (R)	W	A	R	W	W	R
ARIZONA						
DeConcini (D)	R	R	W	R	R	W
Goldwater (R)	A	W	W	W	W	A
ARKANSAS						
Bumpers (D)	R	R	W	R	R	W
Pryor (D)	W	R	W	R	R	W
CALIFORNIA						
Cranston (D)	R	R	W	R	R	R
Hayakawa (R)	W	W	W	W	W	W
COLORADO						
Hart (D)	R	R	W	W	R	W
Armstrong (R)	A	W	W	W	W	W
CONNECTICUT						
Ribicoff (D)	A	R	A	R	R	W
Weicker (R)	R	W	R	R	R	W
DELAWARE						
Biden (D)	R	R	R	R	R	R
Roth (R)	W	W	W	W	R	R
FLORIDA						
Chiles (D)	W	W	W	R	R	R
Stone (D)	W	W	W	R	W	R
GEORGIA						
Nunn (D)	W	W	W	R	R	W
Talmadge (D)	R	R	A	R	R	R
HAWAII						
Inouye (D)	R	A	R	R	A	R
Matsunaga (D)	A	R	W	R	R	R
IDAHO						
Church (D)	R	R	W	R	R	R
McClure (R)	W	W	W	W	W	W
ILLINOIS						
Stevenson (D)	W	W	R	R	R	W
Percy (R)	R	R	W	R	R	R
INDIANA						
Bayh (D)	R	R	R	R	A	R
Lugar (R)	W	W	W	W	W	R
IOWA						
Culver (D)	R	R	R	R	R	R
Jepsen (R)	W	W	W	A	W	W
KANSAS						
Dole (R)	W	W	W	W	W	R
Kassebaum (R)	W	W	W	W	R	W
KENTUCKY						
Ford (D)	R	W	A	R	R	R
Huddleston (D)	R	W	W	R	R	R
LOUISIANA						
Johnston (D)	R	W	W	W	R	R
Long (D)	R	R	R	W	R	R
MAINE						
Muskie (D)	R	R	R	R	A	R
Cohen (R)	W	W	W	R	R	W
MARYLAND						
Sarbanes (D)	R	R	R	R	R	R
Mathias (R)	R	R	R	R	R	R
MASSACHUSETTS						
Kennedy (D)	R	R	R	R	A	R
Tsongas (D)	R	R	R	R	R	R
MICHIGAN						
Levin (D)	R	R	R	R	R	R
Riegle (D)	R	R	R	R	R	R
MINNESOTA						
Boschwitz (R)	W	W	W	W	R	W
Durenberger (R)	R	R	R	W	R	W
MISSISSIPPI						
Stennis (D)	A	W	W	R	R	W
Cochran (R)	W	W	W	W	R	W
MISSOURI						
Eagleton (D)	A	R	R	R	R	R
Danforth (R)	R	R	W	W	R	R
MONTANA						
Baucus (D)	R	R	W	R	R	R
Melcher (D)	R	R	R	W	R	R
NEBRASKA						
Exon (D)	W	W	A	R	R	W
Zorinsky (D)	R	W	W	W	R	W
NEVADA						
Cannon (D)	R	R	W	R	R	R
Laxalt (R)	W	W	W	W	W	W
NEW HAMPSHIRE						
Durkin (D)	R	R	R	R	A	R
Humphrey (R)	W	W	W	W	W	W
NEW JERSEY						
Bradley (D)	R	R	R	R	R	R
Williams (D)	R	R	R	R	R	R
NEW MEXICO						
Domenici (R)	R	R	W	W	R	W
Schmitt (R)	W	W	W	W	W	R
NEW YORK						
Moynihan (D)	R	R	R	R	R	R
Javits (R)	R	R	R	R	R	R
NORTH CAROLINA						
Morgan (D)	W	A	R	W	R	W
Helms (R)	W	W	W	W	W	W
NORTH DAKOTA						
Burdick (D)	R	R	R	R	R	W
Young (R)	W	W	W	W	W	R

	1	2	3	4	5	6
OHIO						
Glenn (D)	R	R	R	R	R	R
Metzenbaum (D)	R	R	R	R	R	R
OKLAHOMA						
Boren (D)	W	W	W	W	R	W
Bellmon (R)	W	W	W	W	R	W
OREGON						
Hatfield (R)	W	R	W	R	R	W
Packwood (R)	R	R	W	W	R	W
PENNSYLVANIA						
Heinz (R)	A	W	R	W	R	W
Schweiker (R)	R	R	R	W	R	W
RHODE ISLAND						
Pell (D)	R	R	R	R	R	W
Chafee (R)	R	R	R	W	R	W
SOUTH CAROLINA						
Hollings (D)	R	R	W	R	R	A
Thurmond (R)	W	W	W	W	W	W
SOUTH DAKOTA						
McGovern (D)	R	R	R	R	R	R
Pressler (R)	W	R	W	W	R	W
TENNESSEE						
Sasser (D)	R	R	W	R	A	R
Baker (R)	W	W	A	W	W	A

	1	2	3	4	5	6
TEXAS						
Bentsen (D)	R	W	W	W	R	R
Tower (R)	W	W	A	W	W	R
UTAH						
Garn (R)	W	W	W	W	W	W
Hatch (R)	A	W	W	W	W	W
VERMONT						
Leahy (D)	R	R	W	R	R	R
Stafford (R)	R	R	R	W	A	R
VIRGINIA						
Byrd, H. (D)	W	W	W	W	W	W
Warner (R)	W	R	W	W	W	W
WASHINGTON						
Jackson (D)	R	R	R	R	R	R
Magnuson (D)	R	R	R	R	R	R
WEST VIRGINIA						
Byrd, R. (D)	R	R	W	R	R	R
Randolph (D)	R	R	R	R	R	R
WISCONSIN						
Nelson (D)	R	R	R	R	R	R
Proxmire (D)	R	R	R	R	R	W
WYOMING						
Simpson (R)	W	W	W	W	W	W
Wallop (R)	W	W	W	W	W	W

IN THE HOUSE

1. Davis-Bacon Act I

This law insures that the prevailing wage in an area is paid to workers on federally funded construction projects. This amendment would have exempted Indian housing and residential rehabilitation construction performed by non-profit groups. This was one of several attempts to undercut the Davis-Bacon Act with exemptions. This amendment would have exempted Indian housing and residential rehabilitation construction performed by non-profit groups. This amendment was defeated by a vote of 155 Yeas to 244 Noes.

A Right vote was "No".
(06/06/79 Roll#186)

2. Davis-Bacon Act II

Another attack came during consideration of H.R.3951 to fund the Washington D.C. subway. This amendment would have exempted subway construction workers from the law. The amendment was defeated 127 Yeas to 260 Noes.

A Right vote was "No".
(07/16/79 Roll #337)

3. Safety In The Workplace

This amendment to H.R.4389, the Labor-HEW Appropriation Bill, would have cut $10.3 million from funds for safety inspection and enforcement. The amendment was defeated 177 Yeas to 240 Noes.

A Right vote was "No".
(06/27/79 Roll #292)

4. Disabled Worker Benefits

This amendment to H.R.3236, the Social Security Bill will cut benefits and restrict eligibility for disability insurance benefits. This amendment passed 235 Yeas to 162 Noes.

A Right vote was "No".
(09/06/79 Roll #447)

5. NLRA Coverage of Hospital Housestaff

H.R.2222 proposed to include hospital residents and interns under the protection of the NLRA. This bill was defeated 167 Yeas to 227 Noes.

A Right vote was "Yea".
(11/28/79 Roll #690)

6. Chrysler Loan Guarantees

H.R.5860 provided Chrysler with loan guarantees to continue operations. The conditions of the billion dollar loan guarantee required Chrysler to obtain private financing and that the workers forego a significant portion of their future wage increases. The bill passed 271 Yeas to 136 Noes.

A Right vote was "Yea".
(12/18/79 Roll #746)

Key to Symbols

R Voted Right
W Voted Wrong
A Absent or did not vote

HOUSE VOTES

ALABAMA

	1	2	3	4	5	6
1. Edwards, J. (R)	R	R	W	W	W	W
2. Dickinson (R)	A	W	W	A	W	W
3. Nichols (D)	R	R	W	W	W	W
4. Bevill (D)	R	R	W	W	W	W
5. Flippo (D)	R	R	W	W	W	R
6. Buchanan (R)	R	R	R	R	R	R
7. Shelby (D)	R	R	W	W	W	W

ALASKA

	1	2	3	4	5	6
AL Young, D. (R)	R	R	W	A	W	R

ARIZONA

	1	2	3	4	5	6
1. Rhodes (R)	W	W	W	W	W	W
2. Udall (D)	W	R	R	R	W	R
3. Stump (D)	W	W	W	W	W	W
4. Rudd (R)	W	W	W	W	W	W

ARKANSAS

	1	2	3	4	5	6
1. Alexander (D)	R	R	R	W	R	A
2. Bethune (R)	W	W	W	R	A	W
3. Hammerschmidt (R)	A	W	W	R	W	W
4. Anthony (D)	W	R	R	W	W	W

CALIFORNIA

	1	2	3	4	5	6
1. Johnson, H. (D)	R	R	R	R	R	R
2. Clausen (R)	R	R	R	A	A	R
3. Matsui (D)	R	R	R	R	R	R
4. Fazio (D)	R	R	R	W	R	R
5. Burton, J. (D)	R	R	R	R	R	R
6. Burton, P. (D)	R	R	R	R	R	R
7. Miller, G. (D)	R	R	R	A	R	R
8. Dellums (D)	R	R	R	R	R	R
9. Stark (D)	R	R	A	A	R	W
10. Edwards, D. (D)	R	R	R	R	R	A
11. Royer (R)	R	R	W	W	W	R
12. McCloskey (R)	R	A	R	W	W	W
13. Mineta (D)	R	R	R	R	R	R
14. Shumway (R)	W	W	W	W	W	W
15. Coelho (D)	R	R	W	W	A	R
16. Panetta (D)	R	A	R	W	W	W
17. Pashayan (R)	R	R	W	R	W	R
18. Thomas (R)	W	W	W	W	W	W
19. Lagomarsino (R)	R	R	W	W	W	W
20. Goldwater (R)	A	W	W	W	W	W
21. Corman (D)	R	R	R	R	R	R
22. Moorhead, C. (R)	W	W	W	R	W	R
23. Beilenson (D)	A	R	R	W	W	W
24. Waxman (D)	R	R	R	R	R	R
25. Roybal (D)	R	R	R	A	R	R
26. Rousselot (R)	W	W	W	A	W	W
27. Dornan (R)	W	R	W	R	W	W
28. Dixon (D)	R	R	R	R	R	R
29. Hawkins (D)	A	R	R	R	R	R
30. Danielson (D)	R	R	R	R	R	R
31. Wilson, C. H. (D)	R	A	R	R	R	R
32. Anderson, G. (D)	R	R	R	R	R	R
33. Grisham (R)	W	W	W	W	W	W
34. Lungren (R)	W	W	W	W	W	W
35. Lloyd (D)	R	R	R	W	W	R
36. Brown, G. (D)	R	R	R	A	R	R
37. Lewis (R)	R	R	W	W	W	W
38. Patterson (D)	R	R	A	A	R	R
39. Dannemeyer (R)	W	W	W	W	W	W
40. Badham (R)	W	W	W	R	W	W
41.. Wilson, B. (R)	R	R	W	W	W	A
42. Van Deerlin (D)	R	R	R	R	R	A
43. Burgener (R)	W	W	W	R	W	W

COLORADO

	1	2	3	4	5	6
1. Schroeder (D)	R	R	R	R	R	W
2. Wirth (D)	R	A	R	W	W	W
3. Kogovsek (D)	R	R	R	R	R	R
4. Johnson, J. (R)	W	R	W	W	W	R
5. Kramer (R)	W	W	W	W	W	R

CONNECTICUT

	1	2	3	4	5	6
1. Cotter (D)	R	R	W	A	R	R
2. Dodd (D)	R	R	R	R	R	R
3. Giaimo (D)	A	R	R	W	R	A
4. McKinney (R)	R	R	R	R	R	R
5. Ratchford (D)	R	R	R	R	R	R
6. Moffett (D)	R	R	R	A	R	R

DELAWARE

	1	2	3	4	5	6
AL Evans, T. (R)	W	W	W	W	W	R

FLORIDA

	1	2	3	4	5	6
1. Hutto (D)	W	W	W	R	W	R
2. Fuqua (D)	W	R	R	A	W	R
3. Bennett (D)	R	R	W	W	W	W
4. Chappell (D)	W	W	W	W	W	R
5. Kelly (R)	W	W	W	W	W	W
6. Young, C. W. (R)	A	W	W	R	W	W
7. Gibbons (D)	W	W	R	W	W	W
8. Ireland (D)	W	W	R	W	A	R
9. Nelson (D)	W	W	W	W	W	R
10. Bafalis (R)	W	W	W	W	W	W
11. Mica (D)	W	W	W	R	W	W
12. Stack (D)	R	R	R	R	R	R
13. Lehman (D)	R	R	R	R	W	A
14. Pepper (D)	R	A	R	R	R	R
15. Fascell (D)	R	R	R	W	A	R

GEORGIA

	1	2	3	4	5	6
1. Ginn (D)	R	R	W	W	W	R
2. Mathis (D)	W	W	A	W	W	R
3. Brinkley (D)	R	R	W	W	W	R
4. Levitas (D)	R	R	W	W	W	W
5. Fowler (D)	R	R	W	W	W	R
6. Gingrich (D)	W	W	W	W	W	W
7. McDonald (D)	W	W	W	W	W	W
8. Evans, B. (D)	A	A	W	W	R	R
9. Jenkins (D)	W	A	W	W	W	R
10. Barnard (D)	W	W	W	A	W	W

HAWAII

	1	2	3	4	5	6
1. Heftel (D)	R	R	R	W	A	R
2. Akaka (D)	R	R	R	R	R	R

IDAHO

	1	2	3	4	5	6
1. Symms (R)	W	W	W	A	A	W
2. Hansen (R)	W	W	W	A	A	R

ILLINOIS

	1	2	3	4	5	6
1. Stewart (D)	R	R	R	R	R	R
2. Murphy, M. (D)	R	R	R	W	R	A
3. Russo (D)	R	R	R	W	R	R
4. Derwinski (R)	R	R	R	R	W	R
5. Fary (D)	R	R	R	R	R	R
6. Hyde (R)	R	R	W	W	W	R
7. Collins, C. (D)	R	R	R	R	R	R
8. Rostenkowski (D)	R	R	R	W	A	R
9. Yates (D)	R	R	R	R	W	A
10. Porter (R)						
11. Annunzio (D)	R	R	R	R	W	R
12. Crane, P. (R)	W	W	W	W	W	W
13. McClory (R)	W	W	W	W	W	R
14. Erlenborn (R)	W	W	W	W	W	W
15. Corcoran (R)	W	W	W	W	W	W
16. Anderson, J. (R)	A	A	A	W	A	W
17. O'Brien (R)	R	R	W	W	W	R
18. Michel (R)	W	W	W	W	W	W
19. Railsback (R)	R	R	R	W	W	R
20. Findley (R)	R	R	R	W	A	W
21. Madigan (R)	R	R	R	W	W	R
22. Crane, D. (R)	W	W	W	W	W	W
23. Price (D)	R	R	R	W	R	R
24. Simon (D)	R	R	R	W	R	R

INDIANA

	1	2	3	4	5	6
1. Benjamin (D)	R	R	R	W	R	R
2. Fithian (D)	R	R	R	R	R	R
3. Brademas (D)	R	R	R	R	R	R
4. Quayle (R)	W	W	W	W	W	R
5. Hillis (R)	A	R	W	W	W	R
6. Evans, D. (D)	A	R	R	W	R	R
7. Myers, J. (R)	A	R	W	R	W	R
8. Deckard (R)	W	R	W	R	W	R
9. Hamilton (D)	R	R	R	W	W	R
10. Sharp (D)	R	R	R	W	W	R
11. Jacobs (D)	W	R	W	W	W	R

IOWA

	1	2	3	4	5	6
1. Leach, J. (R)	W	W	W	W	W	R
2. Tauke (R)	W	W	W	W	W	W
3. Grassley (R)	W	W	R	W	W	R
4. Smith, N. (D)	R	R	R	A	R	R
5. Harkin (D)	R	R	R	R	W	W
6. Bedell (D)	W	R	W	W	W	R

	1	2	3	4	5	6
KANSAS						
1. Sebelius (R)	W	W	W	W	W	A
2. Jeffries (R)	W	W	W	W	W	W
3. Winn (R)	W	W	W	W	A	R
4. Glickman (D)	R	R	R	W	W	W
5. Whittaker (R)	W	W	W	W	W	W
KENTUCKY						
1. Hubbard (D)	R	R	R	W	R	R
2. Natcher (D)	R	R	R	R	W	R
3. Mazzoli (D)	R	R	R	W	W	R
4. Snyder (R)	W	W	W	R	W	W
5. Carter (R)	W	R	R	R	R	R
6. Hopkins (R)	W	W	W	R	W	W
7. Perkins (D)	R	R	R	R	R	R
LOUISIANA						
1. Livingston (R)	W	W	W	W	W	W
2. Boggs (R)	R	R	R	R	W	R
3. Treen (R)	W	W	W	A	A	A
4. Leach, C. (D)	W	A	R	W	W	R
5. Huckaby (D)	W	W	W	W	W	R
6. Moore (R)	W	W	W	W	W	W
7. Breaux (D)	W	R	W	W	W	R
8. Long, G. (D)	R	R	R	R	W	R
MAINE						
1. Emery (R)	W	W	W	W	W	W
2. Snowe (R)	W	R	W	W	W	W
MARYLAND						
1. Bauman (R)	W	W	W	W	W	W
2. Long, C. (D)	W	W	R	R	W	W
3. Mikulski (D)	R	R	R	R	R	R
4. Holt (R)	W	W	W	A	W	W
5. Spellman (D)	A	R	A	A	W	R
6. Byron, B. (D)	W	W	R	W	W	R
7. Mitchell, P. (D)	R	R	R	R	R	R
8. Barnes (D)	R	R	R	R	R	W
MASSACHUSETTS						
1. Conte (R)	R	R	R	R	R	R
2. Boland (D)	R	R	R	W	W	R
3. Early (D)	R	R	R	W	W	W
4. Drinan (D)	A	R	R	R	R	R
5. Shannon (D)	R	R	R	W	A	R
6. Mavroleus (D)	R	A	R	R	R	R
7. Markey (D)	A	R	R	R	R	R
8. O'Neill (D)						
9. Moakley (D)	R	A	R	R	A	R
10. Heckler (R)	R	R	R	R	R	R
11. Donnelly (D)	R	R	R	W	W	R
12. Studds (D)	R	R	R	R	R	R
MICHIGAN						
1. Conyers (D)	A	A	R	A	R	R
2. Pursell (R)	R	R	R	W	R	R
3. Wolpe (D)	R	R	R	R	R	R
4. Stockman (R)	W	W	A	W	W	W
5. Sawyer (R)	W	W	W	W	W	R
6. Carr (D)	R	R	R	R	R	R
7. Kildee (D)	R	R	R	R	R	R
8. Traxler (D)	R	R	R	R	R	R
9. Vander Jagt (R)	A	W	W	W	W	R
10. Albosta (D)	R	R	R	W	R	R
11. Davis (R)	R	R	W	W	R	R
12. Bonior (D)	R	R	R	R	R	R
13. Diggs (D)	R	R	R	R	R	R
14. Nedzi (D)	R	A	R	R	R	R
15. Ford, W. (D)	R	A	R	R	R	R
16. Dingell (D)	R	R	R	W	R	R
17. Brodhead (D)	R	R	R	R	R	R
18. Blanchard (D)	R	R	R	R	R	R
19. Broomfield (R)	W	W	W	W	W	R
MINNESOTA						
1. Erdahl (R)	A	W	W	W	W	W
2. Hagedorn (R)	W	W	W	W	W	W
3. Frenzel (R)	W	W	W	W	R	W
4. Vento (D)	R	R	R	R	R	R
5. Sabo (D)	R	R	R	W	R	R
6. Nolan (D)	R	A	R	R	R	R
7. Stangeland (R)	W	W	W	W	W	R
8. Oberstar (D)	R	R	R	R	R	R
MISSISSIPPI						
1. Whitten (D)	W	W	R	R	W	R
2. Bowen (D)	W	W	W	W	W	W
3. Montgomery (D)	W	W	W	W	W	W
4. Hinson (R)	W	A	W	W	W	W
5. Lott (R)	W	W	W	W	W	W

	1	2	3	4	5	6
MISSOURI						
1. Clay (D)	R	R	R	R	R	R
2. Young, R. (D)	A	R	R	A	R	R
3. Gephardt (D)	R	R	R	W	A	R
4. Skelton (D)	R	A	R	W	W	R
5. Bolling (D)	R	A	A	W	R	R
6. Coleman (R)	W	W	W	W	W	W
7. Taylor (R)	W	A	W	W	W	W
8. Ichord (D)	W	W	W	W	W	W
9. Volkmer (D)	R	A	R	W	W	R
10. Burlison (D)	R	R	R	W	A	R
MONTANA						
1. Williams, P. (D)	R	R	R	W	R	R
2. Marlenee (R)	W	R	W	R	R	R
NEBRASKA						
1. Bereuter (R)	W	R	W	W	W	R
2. Cavanaugh (D)	R	R	R	R	W	W
3. Smith, V. (R)	W	W	W	W	W	W
NEVADA						
AL Santini (D)	W	R	W	R	R	W
NEW HAMPSHIRE						
1. D'Amours (D)	R	R	W	R	R	W
2. Cleveland (R)	W	R	W	A	W	W
NEW JERSEY						
1. Florio (D)	R	R	R	W	R	R
2. Hughes (D)	R	R	R	W	R	R
3. Howard (D)	R	R	R	R	R	R
4. Thompson (D)	R	R	R	W	R	R
5. Fenwick (R)	W	W	R	W	W	R
6. Forsythe (R)	A	A	A	W	R	R
7. Maguire (D)	R	R	A	R	R	W
8. Roe (D)	R	R	R	R	R	R
9. Hollenbeck (R)	R	R	R	R	R	R
10. Rodino (D)	R	R	R	R	R	R
11. Minish (D)	R	R	R	R	R	R
12. Rinaldo (R)	R	R	R	R	R	R
13. Courter (R)	W	R	W	W	W	W
14. Guarini (D)	R	R	R	R	R	R
15. Patten (D)	R	R	R	R	R	R
NEW MEXICO						
1. Lujan (R)	R	W	W	R	W	W
2. Runnels (D)	R	W	W	W	A	W
NEW YORK						
1. Carney (R)	W	W	W	W	W	R
2. Downey (D)	R	R	R	W	R	R
3. Ambro (D)	R	R	R	R	R	R
4. Lent (R)	R	R	R	W	W	R
5. Wydler (R)	A	R	R	W	A	W
6. Wolff (D)	R	R	R	R	R	R
7. Addabbo (D)	R	R	R	R	R	R
8. Rosenthal (D)	R	R	R	R	A	R
9. Ferraro (D)	R	R	R	R	R	R
10. Biaggi (D)	R	R	R	R	A	R
11. Scheuer (D)	R	R	R	R	R	R
12. Chisholm (D)	R	R	R	R	R	R
13. Solarz (D)	R	R	R	R	R	R
14. Richmond (D)	R	R	R	R	R	A
15. Zeferetti (D)	R	A	R	R	R	R
16. Holtzman (D)	R	R	R	R	R	R
17. Murphy, J. (D)	A	R	A	W	R	R
18. Green (R)	W	R	R	W	R	W
19. Rangel (D)	R	R	R	R	R	R
20. Weiss (D)	R	R	R	R	R	R
21. Garcia (D)	R	R	R	R	R	R
22. Bingham (D)	R	R	R	R	R	R
23. Peyser (D)	R	R	R	R	R	R
24. Ottinger (D)	R	R	R	R	R	R
25. Fish (R)	R	A	R	R	W	R
26. Gilman (R)	R	R	R	R	R	R
27. McHugh (D)	R	R	R	W	R	R
28. Stratton (D)	R	R	R	W	W	R
29. Solomon (R)	W	W	W	W	W	W
30. McEwen (R)	R	A	W	A	W	W
31. Mitchell, D. (R)	W	R	W	R	W	R
32. Hanley (D)	R	R	W	W	W	R
33. Lee (R)	R	R	W	W	W	R
34. Horton (R)	R	R	R	R	W	R
35. Conable (R)	W	W	W	W	A	W
36. LaFalce (D)	R	R	R	W	R	R
37. Nowak (D)	R	R	R	R	R	R
38. Kemp (R)	W	R	W	W	W	W
39. Lundine (D)	R	A	R	W	R	R

NORTH CAROLINA

	1	2	3	4	5	6
1. Jones, W. (D)	W	W	W	W	W	R
2. Fountain (D)	W	W	W	W	W	W
3. Whitley (D)	W	W	W	W	W	R
4. Andrews, I. (D)	W	W	R	W	W	R
5. Neal (D)	W	W	W	W	W	W
6. Preyer (D)	W	W	W	W	W	R
7. Rose (D)	A	W	W	W	A	W
8. Hefner (D)	W	A	W	W	W	W
9. Martin (R)	W	W	W	W	W	W
10. Broyhill (R)	W	W	W	W	W	W
11. Gudger (D)	W	W	W	W	W	R

NORTH DAKOTA

	1	2	3	4	5	6
AL Andrews, M. (R)	W	R	W	W	W	A

OHIO

	1	2	3	4	5	6
1. Gradison (R)	W	R	R	W	W	A
2. Luken (D)	R	R	R	W	R	R
3. Hall, T. (D)	R	R	R	R	R	R
4. Guyer (R)	W	W	W	W	W	R
5. Latta (R)	W	W	W	W	W	R
6. Harsha (R)	W	A	R	R	W	R
7. Brown, C. (R)	W	W	W	W	W	W
8. Kindness (R)	W	W	W	W	A	W
9. Ashley (D)	R	A	R	W	W	R
10. Miller, C. (R)	W	W	W	W	W	W
11. Stanton (R)	W	R	R	W	W	W
12. Devine (R)	W	W	W	W	W	W
13. Pease (D)	R	R	R	W	R	R
14. Seiberling (D)	R	R	R	R	R	R
15. Wylie (R)	W	R	W	R	W	R
16. Regula (R)	W	R	R	W	W	W
17. Ashbrook (R)	W	W	W	W	R	W
18. Applegate (D)	R	R	R	R	W	R
19. Williams, L. (R)	R	R	R	W	R	R
20. Oakar (D)	R	R	R	R	R	R
21. Stokes (D)	A	R	R	R	R	R
22. Vanik (D)	R	R	R	R	R	R
23. Mottl (D)	R	R	R	R	R	A

OKLAHOMA

	1	2	3	4	5	6
1. Jones, J. (D)	W	R	W	W	R	W
2. Synar (D)	R	R	R	W	R	W
3. Watkins (D)	W	W	W	W	W	W
4. Steed (D)	R	R	R	W	W	R
5. Edwards M. (R)	W	W	W	W	W	W
6. English (D)	W	W	W	W	W	W

OREGON

	1	2	3	4	5	6
1. AuCoin (D)	R	R	R	W	W	W
2. Ullman (D)	W	R	R	W	W	R
3. Duncan, R. (D)	W	R	R	W	W	R
4. Weaver (D)	R	R	R	A	A	W

PENNSYLVANIA

	1	2	3	4	5	6
1. Myers, M. (D)	R	R	R	R	A	R
2. Gray (D)	R	A	R	R	R	R
3. Lederer (D)	R	R	R	R	R	R
4. Dougherty (R)	R	R	R	R	R	R
5. Schulze (R)	W	W	W	W	W	W
6. Yatron (D)	R	R	R	R	A	R
7. Edgar (D)	R	R	R	R	W	R
8. Kostmayer (D)	R	R	A	R	W	R
9. Shuster (R)	W	W	W	W	W	W
10. McDade (R)	R	R	R	R	R	R
11. Flood (D)	R	A	A	A	A	A
12. Murtha (D)	R	R	R	A	R	R
13. Coughlin (R)	A	R	R	W	W	R
14. Moorhead, W. (D)	R	R	R	W	R	R
15. Ritter (R)	R	R	W	W	W	W
16. Walker (R)	W	W	W	R	W	W
17. Ertel (D)	R	R	R	W	R	R
18. Walgren (D)	R	R	R	W	W	R
19. Goodling (R)	W	R	A	W	W	R
20. Gaydos (D)	R	R	R	R	R	R
21. Bailey (D)	R	R	R	R	R	R
22. Murphy, A. (D)	R	R	R	W	R	R
23. Clinger (R)	R	R	W	R	W	W
24. Marks (R)	R	R	R	R	W	R
25. Atkinson (D)	R	R	R	R	R	R

RHODE ISLAND

	1	2	3	4	5	6
1. St. Germain (D)	R	R	R	A	R	R
2. Beard, E. (D)	R	R	R	R	R	W

SOUTH CAROLINA

	1	2	3	4	5	6
1. Davis (D)	R	A	R	R	A	R
2. Spence (R)	W	W	W	W	W	R
3. Derrick (D)	W	W	R	W	R	R
4. Campbell (R)	W	W	W	A	W	W
5. Holland (D)	R	A	W	A	R	R
6. Jenrette (D)	R	R	R	W	A	R

SOUTH DAKOTA

	1	2	3	4	5	6
1. Daschle (D)	R	R	R	R	R	R
2. Abdnor (R)	W	W	W	W	W	W

TENNESSEE

	1	2	3	4	5	6
1. Quillen (R)	R	R	W	R	W	R
2. Duncan, J. (R)	W	W	W	W	W	R
3. Bouguard (D)	A	R	W	W	W	R
4. Gore (D)	R	R	R	W	R	R
5. Boner (D)	R	R	R	R	R	R
6. Beard, R. (R)	W	W	W	W	W	W
7. Jones, E. (D)	R	R	R	W	W	R
8. Ford, H. (D)	R	A	R	R	R	R

TEXAS

	1	2	3	4	5	6
1. Hall, S. (D)	W	W	W	W	W	R
2. Wilson, C. (D)	R	R	R	W	W	R
3. Collins, J. (R)	W	W	W	W	W	W
4. Roberts (D)	W	W	W	A	W	R
5. Mattox (D)	R	R	R	W	W	R
6. Gramm (D)	W	W	W	R	W	W
7. Archer (R)	W	W	W	W	W	W
8. Eckhardt (D)	R	R	R	R	R	R
9. Brooks (D)	R	R	R	W	W	A
10. Pickle (D)	A	R	W	W	W	R
11. Leath (D)	W	W	W	W	W	R
12. Wright (D)	R	R	R	W	A	R
13. Hightower (D)	W	W	W	W	W	R
14. Wyatt (D)	W	W	W	W	W	R
15. de la Garza (D)	R	R	W	W	W	W
16. White (D)	W	W	W	W	W	W
17. Stenholm (D)	W	W	W	W	W	R
18. Leland (D)	R	R	R	R	R	R
19. Hance (D)	W	W	W	W	W	R
20. Gonzalez (D)	R	A	R	R	R	R
21. Loeffler (R)	W	W	W	W	W	W
22. Paul (R)	W	W	W	W	W	W
23. Kazen (D)	R	W	W	W	W	R
24. Frost (D)	R	R	R	R	R	R

UTAH

	1	2	3	4	5	6
1. McKay (D)	W	R	R	R	W	R
2. Marriott (R)	W	W	W	R	W	R

VERMONT

	1	2	3	4	5	6
AL Jeffords (R)	R	R	R	R	W	W

VIRGINIA

	1	2	3	4	5	6
1. Trible (R)	W	W	W	W	W	W
2. Whitehurst (R)	W	W	W	W	W	R
3. Satterfield (D)	W	W	W	W	W	W
4. Daniel, R. W. (R)	W	W	W	W	W	W
5. Daniel, D. (D)	W	W	W	W	W	W
6. Butler (R)	W	W	W	W	W	W
7. Robinson (R)	W	W	W	W	W	W
8. Harris (D)	R	R	R	R	R	W
9. Wampler (R)	R	W	W	R	W	R
10. Fisher (D)	R	R	R	W	W	W

WASHINGTON

	1	2	3	4	5	6
1. Pritchard (R)	W	R	R	W	W	W
2. Swift (D)	R	R	R	W	R	W
3. Bonker (D)	R	R	R	W	W	R
4. McCormack (D)	R	R	R	W	W	R
5. Foley (D)	R	R	R	W	R	R
6. Dicks (D)	R	R	R	W	R	R
7. Lowry (D)	R	R	R	R	R	W

WEST VIRGINIA

	1	2	3	4	5	6
1. Mollohan (D)	R	R	R	R	R	R
2. Staggers (D)	R	R	R	R	W	R
3. Slack (D)	R	R	R	R	R	R
4. Rahall (D)	R	R	R	R	R	R

WISCONSIN

	1	2	3	4	5	6
1. Aspin (D)	R	R	R	W	A	R
2. Kastenmeier (D)	R	R	R	A	W	R
3. Baldus (D)	R	R	R	W	R	R
4. Zablocki (D)	R	R	R	R	R	R
5. Reuss (D)	R	R	R	R	R	R
6. Petri (R)	R	R	R	W	R	W
7. Obey (D)	R	R	R	R	A	R
8. Roth (R)	W	R	W	W	W	W
9. Sensenbrenner (R)	W	W	W	W	W	W

WYOMING

	1	2	3	4	5	6
AL Cheney (R)	W	W	W	W	W	W

NEW STANDARDS FOR MULTI-PIECE TIRE RIMS

THE Occupational Safety and Health Administration (OSHA), with the full support of the IBT Safety and Health Department, has issued a new standard establishing procedure for the handling and servicing of multi-piece rim wheels used on heavy vehicles.

Multi-piece rims are used with tube-type tires, usually on trucks, buses and other heavy duty vehicles. They consist of two or more component parts which are assembled around the tire and held together by the force of the air pressure in the tire.

As previously reported, (*International Teamster,* June, 1979) these rims present a serious hazard when the component parts of the rim separate under pressure, because of faulty assembly or defective components. When such an "explosive disassembly" ocurs, the heavy locking ring is thrown from the wheel at speeds exceeding 100 miles per hour. OSHA's records tell of many workers who were unlucky enough to get in the path of this deadly missile, suffering severe or fatal injuries. OSHA's new standard is an effort to lessen the danger of servicing these rims.

Briefly, the standard requires that after April 28, 1980, employers provide and insure the proper use of a restraining device (a "tire cage") whenever employees are inflating a tire mounted on a multi-piece rim. In addition, employers must:

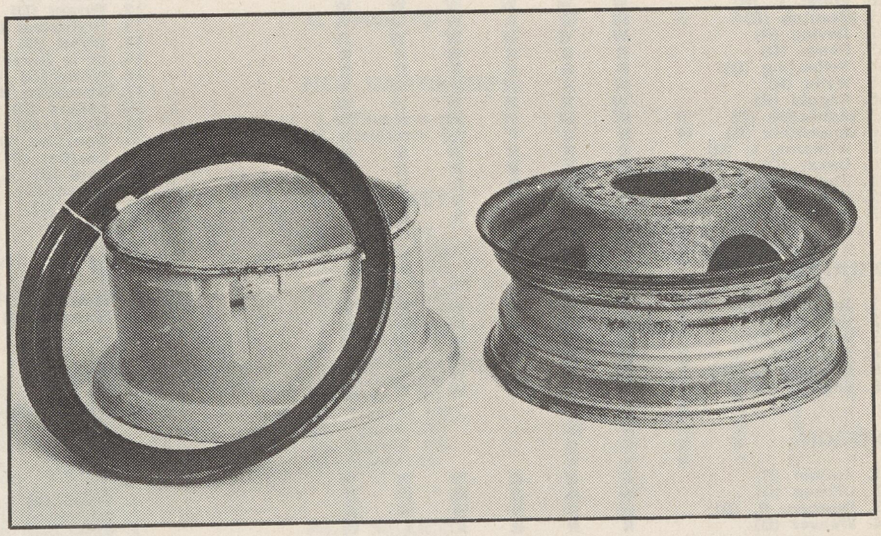
—Make certain that all employees servicing multi-piece rim wheels have been properly trained.

—Properly inspect restraining devices and remove from service any defective or damaged device.

—Insure that no tire being partially inflated outside the restraining device for the purpose of seating the component parts is inflated in excess of 3 pound per square inch.

—Provide and require the use of a clip-on inflation chuck when a tire is being inflated while still on the vehicle.

—Remove from service and render unuseable all bent, pitted broken or cracked wheel components.



Above, a single-piece truck wheel (right) is compared with the multi-piece design (left) for which new safety standards have just been set.

At right, the kind of explosion that could occur either through the loss of a tire in traffic or while repairing a damaged multi-piece rim if the restraining device isn't used.

DO YOU WANT SAFE WORKPLACES?

AS REPORTED in last month's SHIELD section, the Occupational Safety and Health Act faces the most serious legislative attack in its history. If passed, S. 2153, the Occupational Safety and Health Improvements Act of 1980, would seriously undermine OSHA's ability to effectively protect the safety of American workers.

S. 2153 would exempt an estimated 90% of all workplaces from most OSHA safety inspections. It would alter and reduce the effectiveness of the worker complaint mechanism. If this bill were to become law, it would transform OSHA from a *preventive* agency which attempts to regulate hazards, to an *investigative* agency which inspects accidents *after* the damage has been done. And as the old saying goes: After the horse is gone, it's too late to close the barn door.

Senator Richard Schweiker (R-Pa.) introduced S. 2153, and was joined by co-sponsors Frank Church (D-Id.) and Orrin Hatch (R-Ut.) These three Senators have been associated with every attempt to weaken OSHA. What was surprising was to see Senators Harrison Williams (D-N.J.), Alan Cranston (D-Ca.) and Gaylord Nelson (D-Wi.) also co-sponsoring the bill. These three Senators have historically supported labor's stand on OSHA. Senator Nelson subsequently withdrew his support of the bill.

In order to defeat S. 2153, the people affected by it must speak up to defend their rights. Senators will certainly be hearing from the representatives of the business community telling them why they should vote for the bill; therefore, it is important that the same Senators hear from their Teamster constituents telling them why they should vote *against* S. 2153. To protect your workplace rights, write to your Senator today!

Address your letters:

The Honorable John S. Doe
Senate Office Building
Washington, D.C. 20510

NIOSH TO STUDY RAILROADERS' HEALTH

THE National Institute for Occupational Safety and Health (NIOSH), answering a union request, has agreed to conduct a health hazard study of Long Island Railroad Workers exposed to the chemical dioxin.

The IBT and Local 808 have asserted that the exposure of employees to herbicides containing dioxin while spraying railroad right-of-ways may have resulted in an abnormally high number of birth defects among the children of exposed workers.

Representatives of NIOSH, the union and the railroad met January 25th to work out the details of the study. NIOSH will attempt to determine whether the number of birth defects observed exceeds the number normally expected to occur. If the number is excessive, then NIOSH will try to determine whether exposure to dioxin caused the defects.

OSHA DETAILS CARCINOGEN POLICY

SECRETARY of Labor Ray Marshall recently unveiled OSHA's long awaited cancer policy, calling the document "the nation's first comprehensive policy" for regulating cancer-causing chemicals in the workplace.

Over two years of regulatory activity went into the making of the policy, creating a hearing record of over 250,000 pages. The IBT Safety and Health Department actively participated in each step of the regulatory process.

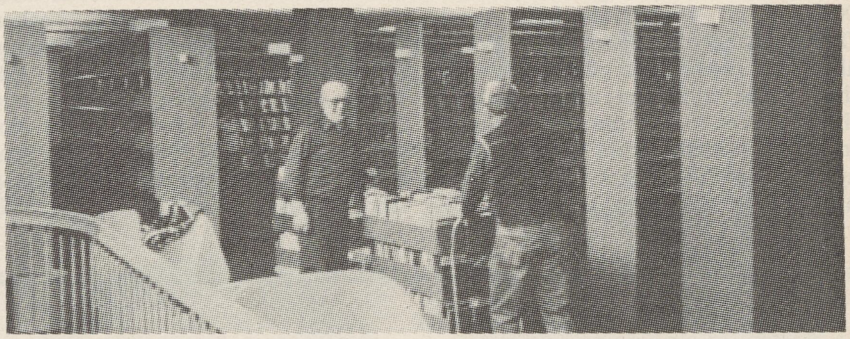
The OSHA policy establishes the procedures to be followed in regulating substances thought to be carcinogenic. It details the types of scientific evidence OSHA will use, and lays out a step-by-step process for writing regulations dealing with such substances.

A recent Health, Education and Welfare report estimated that between 20 and 37 percent of all cancer cases are job-related. If the lower HEW figure of 20 percent is correct, then approximately 80,000 Americans died in 1979 due to cancer contracted in the workplace.

Out of the 100,000 chemicals used in American workplaces, only about 20 have been regulated by OSHA as cancer-causing substances. It is estimated that 1 or 2 percent of these 100,000 chemicals are actually carcinogenic. Lengthy administrative hearings and legal challenges by industry have seriously hindered OSHA's efforts to effectively and quickly lessen cancer hazards in the workplace. It currently takes two to four years to regulate a single cancer-causing agent.

OSHA's new cancer-policy is an effort to hasten this process without sacrificing accuracy or the opportunity for public comment. But as with major OSHA proposals, this one started a race to the courthouse. Several well financed industry groups representing oil and chemical concerns sent their lawyers running to file petitions for judicial review of the policy. While the policy is supposed to take effect in April of 1980, these legal challenges virtually ensure that OSHA is in for a long, hard fight before using the new policy to regulate workplace carcinogens.

ACTIVE IBT LOCALS



ELMIRA, NEW YORK

Books, Books and More Books

Suffering from growing pains, the Steele Memorial Library in Elmira, N.Y. recently looked around for new headquarters. When they began the move, they sought help from the best—Teamster members of Local 529 in Elmira who not only accomplished the task, but volunteered their time and effort to get the job done.

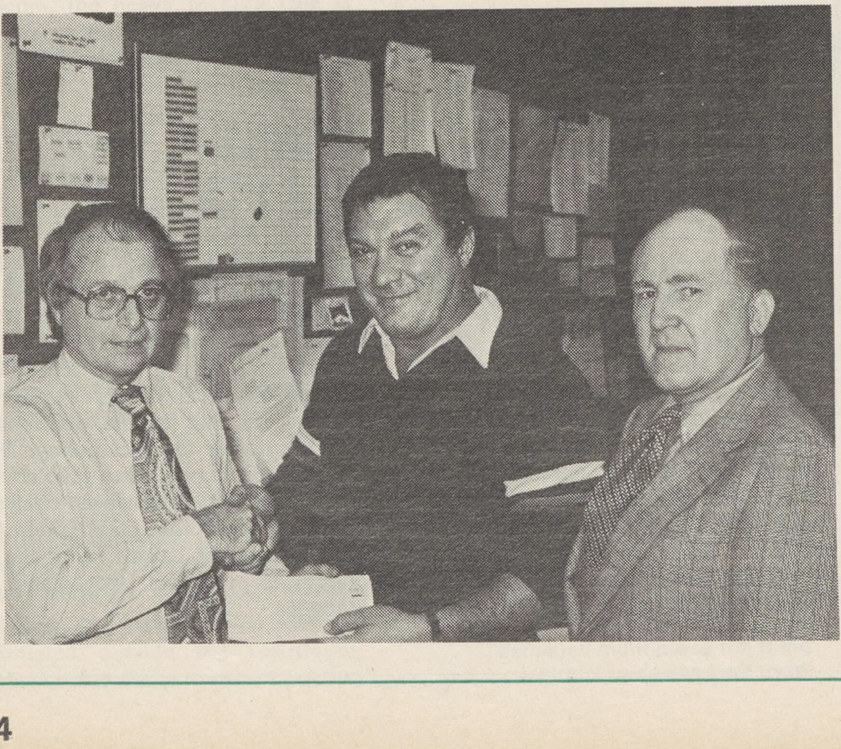
More than 150,000 books were loaded and transported on moving day by 30 Teamsters, all members of the New York local, assisted by the library's staff and a crew of volunteers.

Box after box was efficiently loaded onto a conveyor belt, from which they were jockeyed into a variety of trucks, also donated for the effort by area motor freight companies, to be transported by Teamsters to their new home.

Cartload after cartload of books were moved into the spacious new building with assembly line precision to get the job completed.

Saying goodbye to the old building (built in 1923) may have been hard for the staff as the doors swung shut for the last time, but settling in at the new accommodations has been a real pleasure, thanks in part to the immeasurable assistance lent by the Local 529 members to the effort.

As the $3.3 million new county library facility was dedicated December 11, many of the Teamsters who helped with the move were on hand to celebrate the successful effort, of which they were a big part.



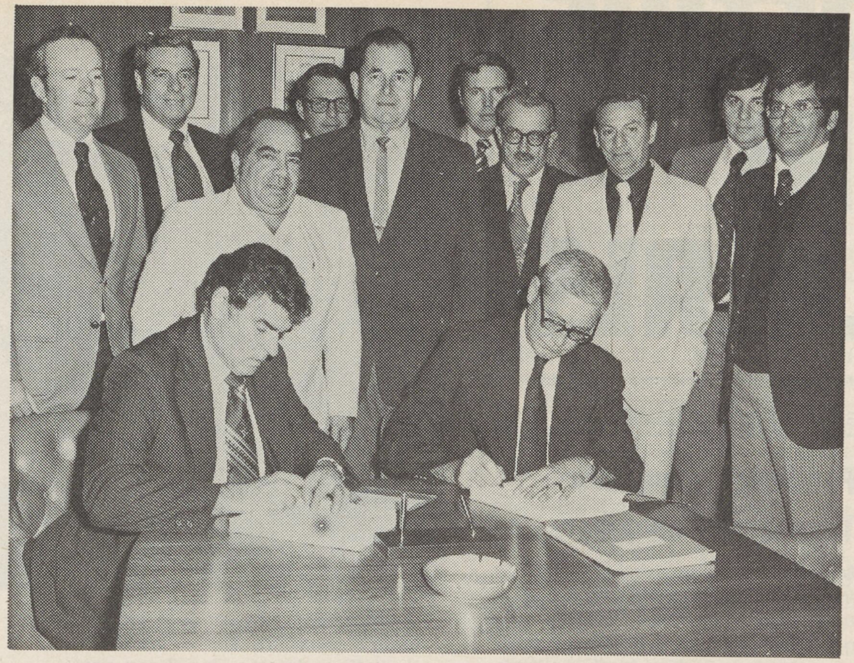
NEW YORK, NEW YORK

Local 732 Saves Pan Am Man's Job

Local 732 member Jerald Van-Deventer (center), a Pan American World Airways sales agent, here receives a check for $15,000 in backpay, thanks to the intervention of his local union in his discharge case. The local won an arbitration award and saved the Teamster's job after the company tried to fire him for being unable to comply with a back to work order while on sick leave. An arbitration panel ruled that the firing was unjustified, and ordered VanDeventer back on the job. Presenting him with his award are Bill Genoese (left), secretary-treasurer of Teamster Local 732 and Business Representative Alex Calder (right).

NEW YORK, NEW YORK

Thruway Employees Get 1st Contract



Shown here signing the first agreement ever negotiated between the New York State Thruway Authority and the Teamsters for employees of the 500-mile-long state turnpike are Vincent Trerotola (left), secretary-treasurer of N.Y. Teamster Local 72 and a general organizer for the International, and Philip B. Lee (right), executive director, N.Y. State Thruway Authority, flanked by officers of the local union and members of the bargaining committee at thruway headquarters in Albany.

With the agreement, signed late last year, more than 2,200 thruway employees, including toll collectors, maintenance and clerical employees, officially joined Teamster ranks.

Employees of the thruway, which runs from the New York City line to Buffalo, N.Y., earlier had opted for the Teamsters after a hard-fought battle between the IBT and the independent Civil Service Employees Association for representation rights.

The new pact sought to achieve parity for workers along the turnpike and was successful in making some real benefit gains, but was just the first step toward what the New York local hopes to attain for its turnpike members.

"We inherited a lot of problems with the old CSEA agreement," said Vincent Trerotola, secretary-treasurer of Local 72 recently. "With this agreement, we took some long steps toward straightening them out. It's just the beginning of what we hope to win for our people."

PHILADELPHIA, PENNSYLVANIA

THE PHILADELPHIA STORY

★ ★ ★ Starring ★ ★ ★

Teamster Local 115

Every now and then an employer comes along who shows, in case anybody has forgotten, why there is such a great need for unionism.

Very often it is a Teamster local union that proves the inevitable point. In this drama it was Teamster Local 115 of Philadelphia, Pa., versus Ste-Mel Signs, Inc.

The tale unfolded in hearings conducted by the National Labor Relations Board. The end of the story was predictable: The employer, overextending himself in efforts to destroy union organization, lost the decision.

The battle was somewhat less than ordinary, however, and the final result could only have been brought to a successful conclusion through the strength and patience of the union.

Stand-up backbone of the Ste-Mel employees had a great deal to do with it, too.

Ste-Mel, a sign manufacturer, fired the first broadside in the struggle that commenced the same day Local 115 demanded recognition to represent 14 employees of the company. There was no doubt—Ste-Mel was determined to destroy support for the union.

The NLRB description of the fight that followed was the usual bare-bones chronology employed by the federal agency:

"The employer unlawfully refused to bargain with the union, discriminated against three employees in regard to a condition of employment, and coerced employees in the exercise of their rights."

There was more to it than that.

Ste-Mel, said the Board, "unlawfully refused" to honor the union's request for recognition and bargaining after a majority of the workers in the unit—mechanics, helpers and painters—signed authorization cards.

The company retaliated instantly with a series of unfair labor practices to undermine union loyalty. Interrogations of the workers began. An impression of surveillance was created. Benefits were promised workers in exchange for forgetting about the union.

In addition, the company tried to impress upon its employees the futility of supporting Teamster Local 115.

More serious were the employer's economic threats of job loss through plant closure or discontinuance of its service operation.

To show its iron fist, Ste-Mel terminated employees' pension plan contributions, according to the NLRB.

In a more personal, discriminative attack, the company eliminated its practice of permitting outdoor employees to work indoors during bad weather. The action resulted in loss of working time and wages for James Carr, David Jarrell and Thomas Prendergast.

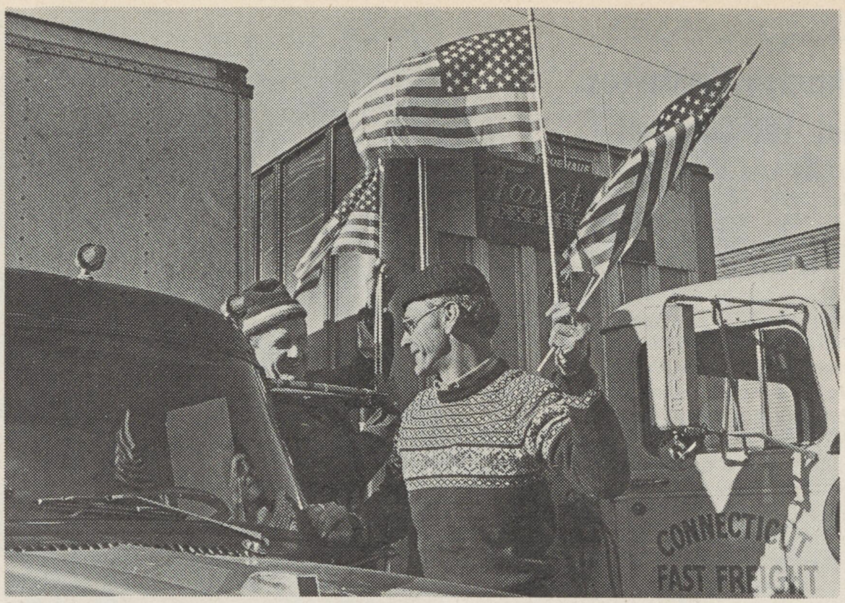
All in all, 8 of the 14 workers were victims of the employer's illegal conduct, said the Board which declared the "pervasiveness of unlawful conduct in a small employee complement heightens its damaging effects."

Thousands of stories like this have come before the NLRB in the past—generally not so flagrant a situation as this—and always the conclusion has worn similar earmarks.

In the case of Teamster Local 115's charges against Ste-Mel Signs, the Board announced its resolution of the case:

"Concluding that the employer's unlawful conduct undermined the employees' support of the union and made the holding of a fair election unlikely, the Board issued a bargaining order. It also ordered the employer to cease its illegal acts and to make whole Carr, Jarrell and Prendergast."

ACTIVE IBT LOCALS



BRIDGEPORT, CONNECTICUT

Patriotic Teamsters Take Stand on Iran

Members of Teamster Local 191 in Connecticut are making it very clear where they stand on the question of Iranians holding Americans hostage in Iran by flying their American flags proudly wherever they go, and by encouraging other Teamsters to do the same.

Local 191 members Russell Graham (left) of McLean Trucking and Matthew Yacovielle of Marvin Brothers Express are just two of the local's members who've unfurled their flags for the flag-flying campaign, with the strong support of their local union executive board.

Local 191 members plan to show their colors until every last American is free, according to Fred J. Roberto, secretary-treasurer of the local union. Connecticut Teamsters are also using their CB's, area papers and conversations at truck stops, to urge Teamsters and other truckers to do the same locally and, hopefully, nationally, in support of the U.S. position on the Iranian hostage situation and to protest Russian aggression in Afghanistan.

WEST QUINCY, MASS.

Bakery Routeman Delivers Last Loaves

Teamster veteran John Dowling, a route salesman for ITT/Continental Baking Company and member of Local 494, is being congratulated here on his recent retirement from the company. From left to right are: ITT/Continental Baking Company Sales Managers Michael Bates and Robert Hogan; Local 494 Secretary-Treasurer Bernard T. Visnick; Dowling; and ITT/Continental Sales Managers Timothy Harrington and Gordon Llyod.

PHILADELPHIA, PENNSYLVANIA

Teamster Wins A Big Backpay Award

Teamster Local 929 member Emma Willis is all smiles as she receives a $4,080.00 backpay award from International Vice President Maurice R. Schurr (right) and Local 929 Vice President Paul Cardullo (left). Willis's award resulted from a grievance filed against her employer, Procacci Bros. Sales Corp., in which the local won for her full backpay and benefits reimbursement.

CLEVELAND, OHIO

Getting Involved Can Have Results

Ohio Teamsters recently visited the state legislature to explain their views on some highway legislation and managed to convince the legislators that they shouldn't increase state revenues for road construction by penalizing truckers who use the highways. Instead, Teamsters and the Ohio Conference urged, the burden of maintaining the state's roads should be shared among all motorists using the highway system.

Thanks to that effective lobbying, when the measure came to a vote in the statehouse, legislators opted to double passenger car license plate fees (a $10 hike), while increasing commercial truck fees by only $15, considerably less than had been first proposed. Portable weigh stations, used to snare overweight vehicles, also were eliminated as being too costly to operate.

The bill containing the license hikes appropriated $1.4 billion for the state transportation department, but the added revenue goes only to local governments. A proposed gasoline tax hike to pay for state road and bridge repairs also was rejected.

Governor James A. Rhodes let the bill becomes law without his signature late last year.

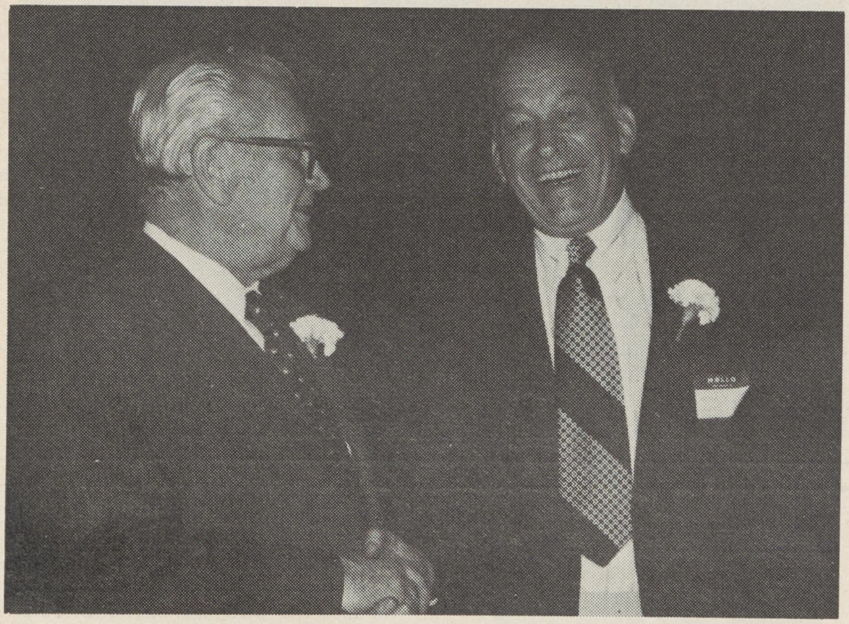
Although some in the state are crying 'foul' and saying the legislation resulted from the "impact of strong lobbying" by powerful trucking industry/Teamster pressures, the effort simply points up the effectiveness any group can have by pointing out the pros and cons on legislative issues.

"We did not cave in to anybody," said Ohio House Speaker Vernal G. Riffe of the bill. "Trucks already pay tremendous taxes with the axle-mile tax (based on weight), the same gasoline taxes cars pay, various permits and license fees. They have a real burden."

"I don't think we sold out at all," added Senate President Oliver Ocasek. "I am not aware that the trucking industry dominates the legislature," he added. "The fact is that the 24-hour scale operation was unreasonable and wasteful. . . ."

State Senator Thomas E. Carney, chairman of the Highways and Transportation Committee, must also have been convinced of the measure's merits. He sponsored the amendment limiting truck fee hikes to $15, regardless of vehicle size.

The Ohio Conference plans to remain active legislatively, especially during the election year of 1980. After all, that's the only way we Teamsters as citizens can make our voices heard.



CHICAGO, ILLINOIS

Local 705 Veteran Takes on Civic Post

Looking around for something exciting to do in retirement, Teamster Frank A. Tuman was recently elected president of the Fox River Grove, Ill., Lions Club. Here Local 705 Secretary-Treasurer Louis F. Peick (left), also president of IBT J.C. 25 and an International vice president, congratulates the 40-year Teamster veteran on his election.

DETROIT, MICHIGAN

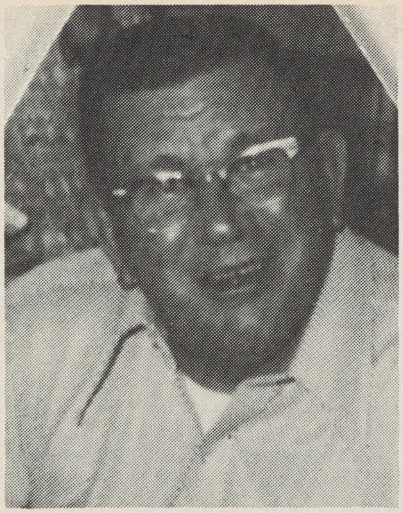
Stepping Down After A Long Career

After 20 years of hauling construction equipment over all types of terrain from the Texas panhandle to the treacherous two-lane roads of the Appalachian mountains for Holloway Construction Co., Teamster veteran Sam Nolen of Detroit Local 247, is really looking forward to the rest and relaxation that come with retirement.

In the course of his million and more miles on the highways, the Teamster tells us he's jockeyed all types of hauling equipment and every type of construction machinery imaginable, and even became, he adds, something of an expert at assembling and disassembling a crane or scraper to get it aboard his trailer and moving down the highway.

Here the new retiree (left) receives the congratulations of George Kirchner, president of Local 247.

ACTIVE IBT LOCALS



CINCINNATI, OHIO

Teamster Veteran Dies in Midwest

Teamster veteran Irvin McDaniel of Local 100 in Cincinnati, had driven thousands and thousands of miles during his career as a Teamster, the last 14 years of which were spent driving for F. D. Lawrence Elec. before retiring in 1977. McDaniel died in late December at 67, two years into his retirement, but he leaves behind a strong Teamster legacy—five sons (Robert, Irving, Bill, Don and Jerry McDaniel) and one son-in-law (James Frost), all of them Teamster members of Local 100. That's a lifetime's work about which anyone could be proud.

MILWAUKEE, WISCONSIN

Backpay Winner Gets a Lotta Bucks

After Teamster Local 344 member Joe Clayton (center) was fired from his job, his local union looked into the charges, found them unfounded and went to bat for him. Here Clayton is shown with the happy result of his grievance—an $18,036 check to cover backpay and benefits ordered reimbursed by the arbitrator. Presenting him with the check are Local 344 Secretary-Treasurer Chuck Pieper (right) and Business Agent Carl Maahs (left).

DRIVER OF THE YEAR
DRIVER OF THE MONTH
Herbert J. Weber

MILWAUKEE, WISCONSIN

Another Teamster State Driver of Year

Teamster Herbert J. Weber, a driver for Consolidated Freightways, Inc., was recently named state driver of the year at the Wisconsin Truckers Safety Council Banquet in mid-January, where the Local 200 member was presented with a special award by Lt. Governor Russell Olson.

Weber, with Consolidated since 1965, has been a truck driver for more than 20 years, with never a preventable accident on his record, despite the fact that he normally makes three trips a week between Milwaukee and Akron, Ohio, driving either a tractor semi-trailer or double-bottom combination.

He lives in Racine, Wisc., where he and his wife are licensed foster parents. Over the years the couple have shared their home with some 36 children, in addition to their own four and an elderly aunt.

Here, Weber displays a November Driver of the Month award along with his new one, presented to him by Lt. Gov. Russell Olson (right) at the awards ceremony.

PORTLAND, OREGON

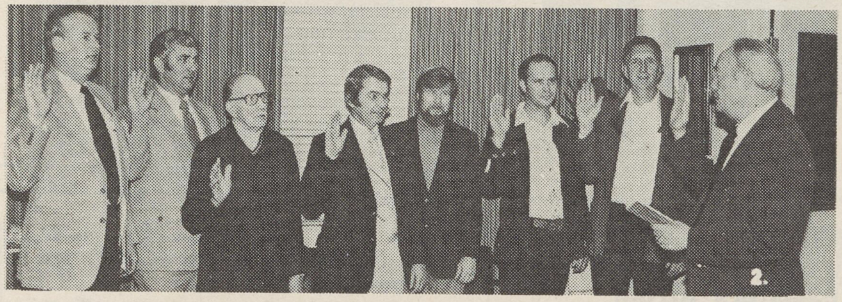
'TIs the Season For Swearing (In)

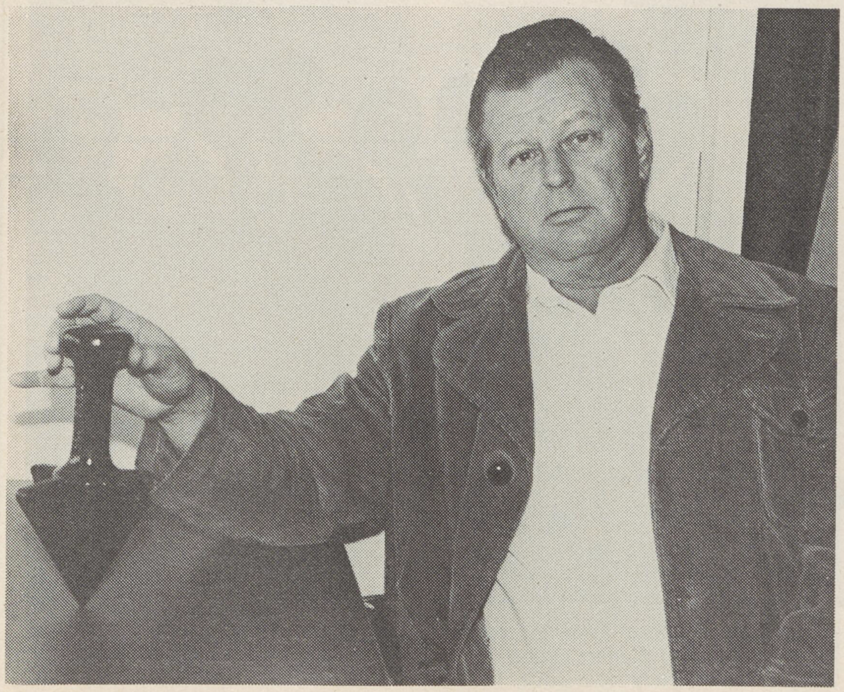
In recent weeks, new officers have been sworn into office at several Portland area local unions and at Joint Council 37 headquarters. They're pictured here, as they take their oaths of office.

1. Above, J.C. 37 Trustee Laythell Bales swears in Local 281 board members, including from left: Trustees Clarence Rose, Chas. Miller and Leonard Halpern, Vice President Tom Burson, President Don Smith, Recording Secretary John Trout and Secretary-Treasurer Tom Malloy.

2. Here, Local 58 officers pledge their obligation to the members. From left are: Trustee Charles (Dick) Leback, President Ronald (Buzz) Brown, Trustee Wiman Middaugh, Secretary-Treasurer Laythell Bales, Trustee Claude Whitcomb, Vice President Dallas Reel, and Recording Secretary Clyde McHatton, being sworn in by J.C. 37 President Joe Edgar.

3. Doing an about-turn, here Joint Council 37 executive board members are sworn into office by Local 162 President Cal Rogers (inset). They are from left: President Joe Edgar, Trustees L. B. Day and Dean Hollomon, Vice President Bruce Wilson, Trustee Laythell Bales, Secretary-Treasurer Jack Alexander and Recording Secretary Cliff Cooper. Hollomon and Wilson are serving their first board terms.





PORTLAND, OREGON

Teamster Turned Inventor Comes Up with Wood Splitter

Disabled Local 162 member Willis "Bing" Crosby needed something to do with his spare time and turned to inventing, profitably, it would appear.

Crosby has come up with a device, on which he has a patent pending that would split wood four ways. Weighing about seven pounds and 10 inches high, his "wood rocket" is easy to carry, easy to handle and goes right through without sticking on wood, the Teamster says.

Crosby, who worked on the project for about a year, says, "It's better than anything on the market and a couple of big outfits back east are interested in developing and marketing it."

Here, the Wood Rocket's inventor displays his brainchild, which he hopes to have developed and on the market later this year.

ACTIVE IBT LOCALS

RIVERSIDE, CALIFORNIA

Case Won for Member Unlawfully Discharged

Teamster Local 569 of Rialto, Calif., recently won a decision before the National Labor Relations Board in a case involving a member who was first unlawfully demoted and then later discharged for his union activities.

The victim was Frank Smith who was employed by Van Guard Carpet Mills of Riverside, Calif. Smith's crime was that he tried to organize other workers in the carpet manufacturing plant. He also supported a warehouse employees' strike.

Smith's demotion for an alleged work error and for using profane language were pretexts, said the Board in its decision.

Other violations of the law by Van Guard Carpet Mills prompted the Board to issue the appropriate corrective order including making Smith whole for his losses and offering him reinstatement.

HOLLYWOOD, CALIFORNIA

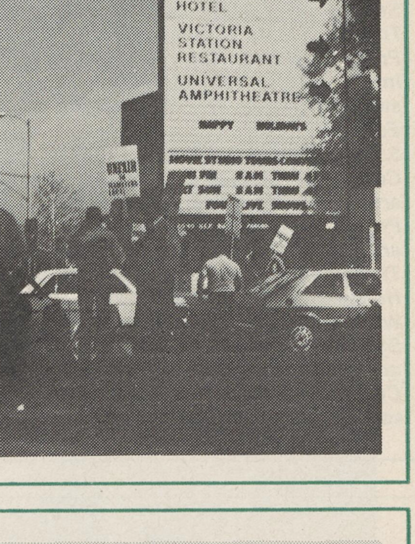
Teamsters Strike Calif. Movie Studios

When Hollywood, Calif. Local 399 struck the movie industry recently in a dispute over management's refusal to adhere to contract stipulations, members of the local were out in force, lending their picketing efforts to the bargaining tactics of negotiators.

On strike were Teamsters employed by all the major motion picture studios in town, among them Paramount, Universal, MGM, Fox, Disney, CBS and others. Studio production drivers, tour drivers, animal trainers, horse wranglers, mechanics and heavy equipment operators, among others, joined forces to show the movie industry that they meant business, and that contract language must be honored.

Those in the corporate offices must have gotten the message, because in less than 24 hours the work stoppage was ended and it was back to business as usual.

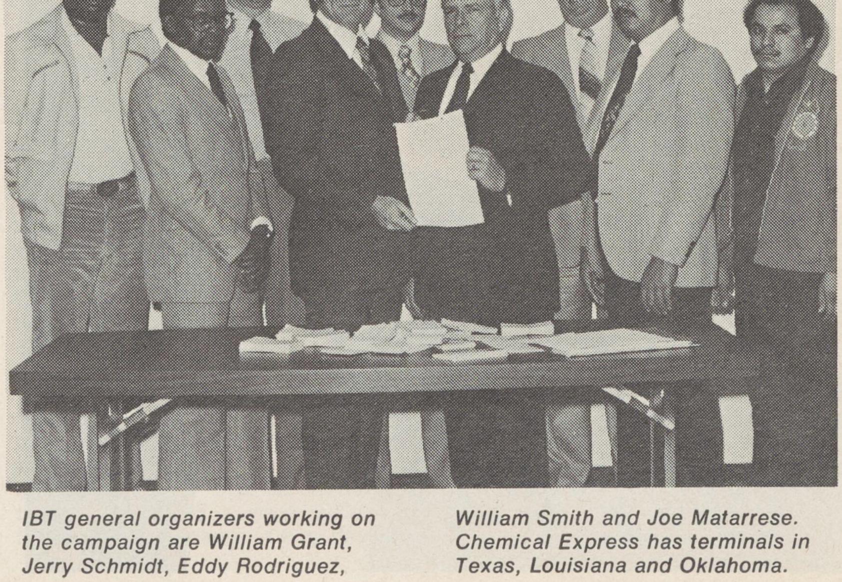
Local 399 Secretary-Treasurer Patrick Miller reports that employers settled the dispute to his members' satisfaction. Teamsters working for the major studios are now back on the job, helping to smooth out production details so the studios can continue producing the films the rest of us love to watch.



Here, tour drivers from Universal Studios man picket lines in support of Local 399's efforts. The scene was the same outside every major studio in town on December 21, when the work stoppage occurred.

DALLAS, TEXAS

Election Petition Filed for 1200



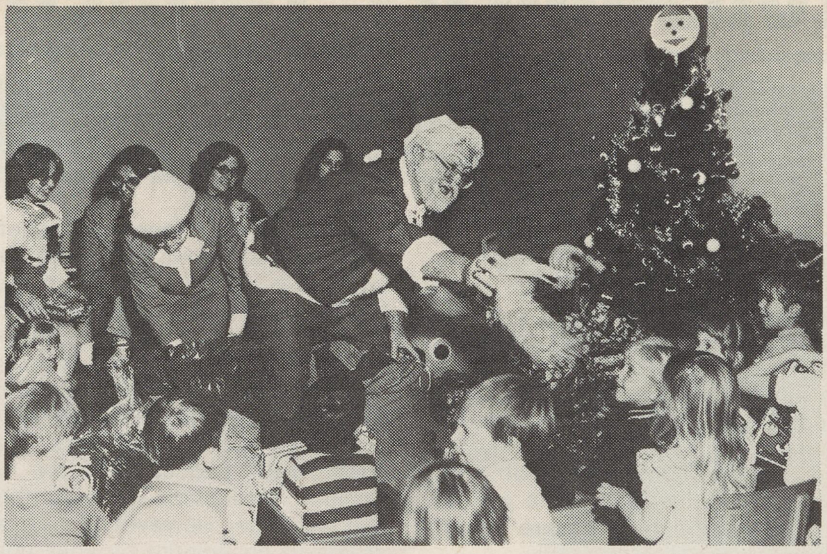
A joint organizing effort by the International Union and its affiliates has resulted in an election petition filed with the National Labor Relations Board for the 1200 drivers, hostlers, maintenance and service employees of Chemical Express Carriers, a Dallas company. At the petition filing (back row, left to right): Lewis Stewart, Local 988; Assistant Director of Organizing Joe Allgood; Richard Hammond, president, Local 988; Charles Haddock, president, Local 745; Lupe Vasques, Local 988. Front row, Jim McCall, IBT legal staff; Howard Jones, president, Texas Conference of Teamsters; Earl Jennings, director of organizing, Southern Conference of Teamsters; Sergio Ponce, SCT representative. Not shown, Charlie Thompson, Arkansas-Oklahoma Conference.

IBT general organizers working on the campaign are William Grant, Jerry Schmidt, Eddy Rodriguez, William Smith and Joe Matarrese. Chemical Express has terminals in Texas, Louisiana and Oklahoma.

LAS VEGAS, NEVADA

Gifts, Candy & Santa Make for Holiday Fun

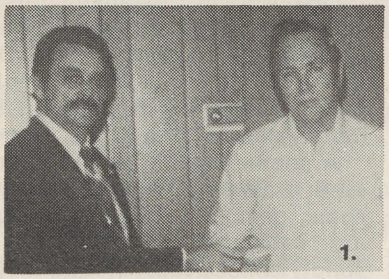
Lending a helpful hand to the handicapped is a good idea any time of year, but what better season could there be than Christmas to share with the less fortunate. At this party, hosted by Las Vegas, Nev., Local 995, these handicapped youngsters obviously are having the time of their young lives. Here Santa, in this case Local 995 Business Agent Steve Burrus, and his helpers distribute presents to the youngsters at the annual holiday get-together.



NASHVILLE, TENNESSEE

Teamster Veterans' Years of Service Noted

Taking time out from a recent general membership meeting at Teamster Local 327 in Nashville, officers and fellow members honored three of their Teamster brothers for their years of service with the local union.



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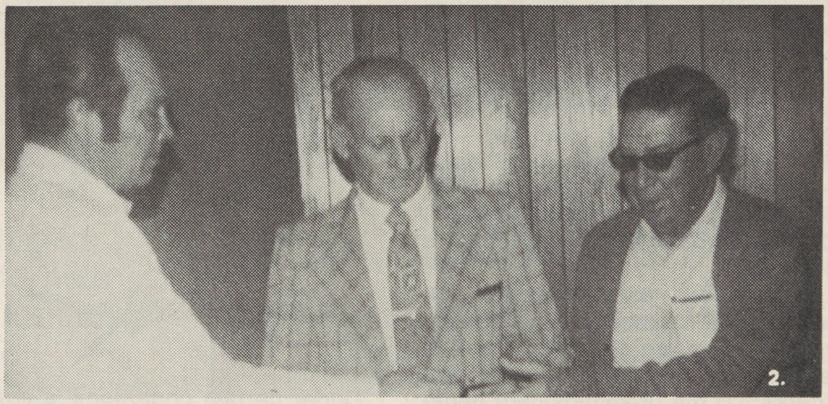

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1. Here Local 327 Trustee Bobby R. Holloway presents William L. Ellis (right), president of the Nashville local, with a 30-year Teamsters service pin. Holloway adds that since the photo was taken, Ellis has been hospitalized for throat surgery, from which he is now recuperating, with a speedy return to work anticipated.

2. In this photo, Ellis presents Local 327 members Hubert Hale (center) and Ollie W. Johnson (right) with 25-year service pins.

MIAMI, FLORIDA

Local 769 Member Enters Political Arena

Bob Welshans, a technical instructor for Eastern Airlines and member of Local 769 in Miami, recently became an announced candidate for the U.S. Congress from Florida's 13th district. Welshans is hoping 13 is his lucky number, since this also is his 13th year as a Teamster Local 769 member. Here, Welshans (second from right) presents IBT Airline Division Director Norman Greene with an Eastern Airlines IBT Instructors DRIVE card as Bill Genoese (far left), secretary-treasurer of N.Y. Local 732, and Lou Smail, secretary-treasurer of Miami Local 769, watch.

CONSUMERS' CORNER

Taxpayers who suffered job losses during 1979 and who received some form of unemployment benefits may be surprised to learn that such benefits now may be subject to federal income taxes.

The Revenue Act of 1978 specifies that when computing gross income for tax purposes, unemployment compensation must be added to other monies received during the year. Should the adjusted gross income, including unemployment benefits, exceed $20,000 for a single return or $25,000 for a joint return, then the benefits are subject to tax.

In the years prior to 1978, such was not the case and unemployment compensation benefits were not included in gross income. Now the law requires that you be given a statement which shows the total amount of unemployment paid you in 1979.

According to an IRS spokesperson, all State Unemployment Claims Departments will be mailing out income distribution summaries to all 1979 recipients of $10 or more during the past year. Copies of the form, 1099-UC, will also be sent IRS. If you failed to receive such a form by the end of January 1980, contact your state Unemployment Claims Department to secure a duplicate.

When your adjusted gross income has exceeded maximum amounts, you are allowed to take as taxable income the lesser of two figures: (1) the unemployment benefits or (2) 50 percent of the amount over the respective $20,000 single or $25,000 joint return bases. A note of caution: there is no floor for married persons living together who do not file a joint return. Such returns are required to report taxable income as the lower of either the benefit payment or 50 percent of adjusted gross income total.

It should be noted that unemployment compensation provided by a company-financed unemployment benefit fund is considered by IRS to be wages and therefore fully subject to taxation. The instructions accompanying form 1040 note that such monies must be listed on form 1040, line 8, which is headed "wages, salaries, tips, etc." On page 10 of the instructions, a tax worksheet is provided for figuring whether a tax must be taken on your 1979 return for inclusion of state unemployment benefits with other wages.

If you have received benefits from any sort of strike fund, they are also considered income subject to taxes. If you contributed directly to the fund from which you then receive benefits, you are taxed on any amount you receive over and beyond your contribution. However, your contributions to a general unemployment benefit fund are not, as such, deductible as a contribution expense. However, if you are assessed an amount by your union which you must pay in order to maintain good standing as a union member, the assessment is considered part of your dues and is deductible if you itemize job deductions.

Under certain conditions, a strike benefit may be designated as a charitable gift. In such cases, there would not be a tax liability. However, it is necessary to prove out the "gift" aspect and show that it was not keyed to any strike provisos and applied equally to union and non-union members.

Unions or companies paying out unemployment benefits are required to file a 1099 form both for the recipient and with IRS showing total 1979 payouts. If other union members are assessed strike benefit monies, they too will receive a statement acknowledging the total of dues and assessment paid. This amount can be entered under item 30, Long Form 1040 Schedule A&B which allows for Union Dues and miscellaneous job and other expenses, if you itemize.

FURNITURE SALES: February and March are good times to look for reductions on furniture, bedding and other home goods at the midwinter furniture sales. A noted woodworker and designer, George Nakashima said, "Let your posessions be few but good. Let the materials be of quality, but simple." Color, simplicity, uncrowded arrangement, practicality, help make a room beautiful and dignified. In living-room furniture, buyers nowadays avoid sets or "suites." They buy separate chairs, sofas or modular units that can make different seating arrangements and be varied as desired.

This is a way to save, since the better values in sales often are such one-of-a-kind pieces. Furnishings do not have to match, as long as they harmonize.

In "case goods" (chests, buffets and dressers), well-made pieces are usually 18 inches deep. In cheaper furniture, 14 to 16 inches. The backs of good quality cases are inset rather than just nailed or tacked on, and are wood rather than masonite or composition boards.

One sign of well-made furniture is a thin sheet of wood between drawers called dustproofing. Dovetailing of the sides is preferable to just grooving, in which the back is merely slipped into a slot.

A center drawer guide is considered preferable to side guides by some designers. But side guides are satisfactory if carefully and solidly constructed: in fact, they are less likely to bind. Metal guides to help drawers move freely are a helpful detail found on some furniture.

In upholstered furniture, when evaluating construction make sure that the covering fits smoothly and no stitching is visible in the corded welts (the raised seams), experts advise. Upholstery fabrics usually show signs of wear at the corded seams first. Also look for straight seams securely-sewn. Note whether the patterns line up where the seat and back meet and also at the seams.

When taking delivery, it's wise to inspect for scratches, dents, chips, tears, poor finish, missing hardware or other defects while the deliveryman is still on hand so he can sign a notation of damage or blemishes.

THANKS, CANADA!

Merci Beaucoup,
Frere et Soeur Teamsters Canadiens!

After Canada's daring and generous efforts recently to help six Americans escape from Iran after the takeover of the American Embassy there, both the U.S. Senate and the House passed resolutions of appreciation which were unanimously endorsed. All we in the Teamsters can add is our heartfelt thanks to our friends across the border.

While the International Brotherhood of Teamsters has always been proud of its Canadian members, never was that more true than after this genuine expression of friendship to our countrymen.

We in the Teamsters are proud to say Canadians truly are *our* brothers and sisters, and we're darn proud of it!

RESOLUTION

Commending the Government of Canada for its action with respect to certain United States citizens in Iran.

Whereas six Americans sought refuge in Tehran after the takeover of the United States Embassy in November 1979;

Whereas the Americans were given refuge by the Canadian Embassy for twelve weeks;

Whereas the whereabouts of these Americans were kept a secret in order to protect the lives of those Americans held at the United States Embassy;

Whereas this action was taken despite the threat this posed to the lives of Canadian Embassy officials;

Whereas Canadian Ambassador Kenneth Taylor acted with particular courage and compassion in seeking the eventual departure of the Americans from Iran; and

Whereas the six Americans have now safely left Iran: Now, therefore, be it

Resolved, That the Senate, on behalf of all Americans, hereby commends the Government of Canada for its actions in protecting certain United States citizens and arranging for their departure from Iran.

SEC. 2. The Secretary of the Senate shall transmit a copy of this resolution to the President with the request that he transmit such copy to the Government of Canada.

Teamsters are number 1 ....because they tackle the issues

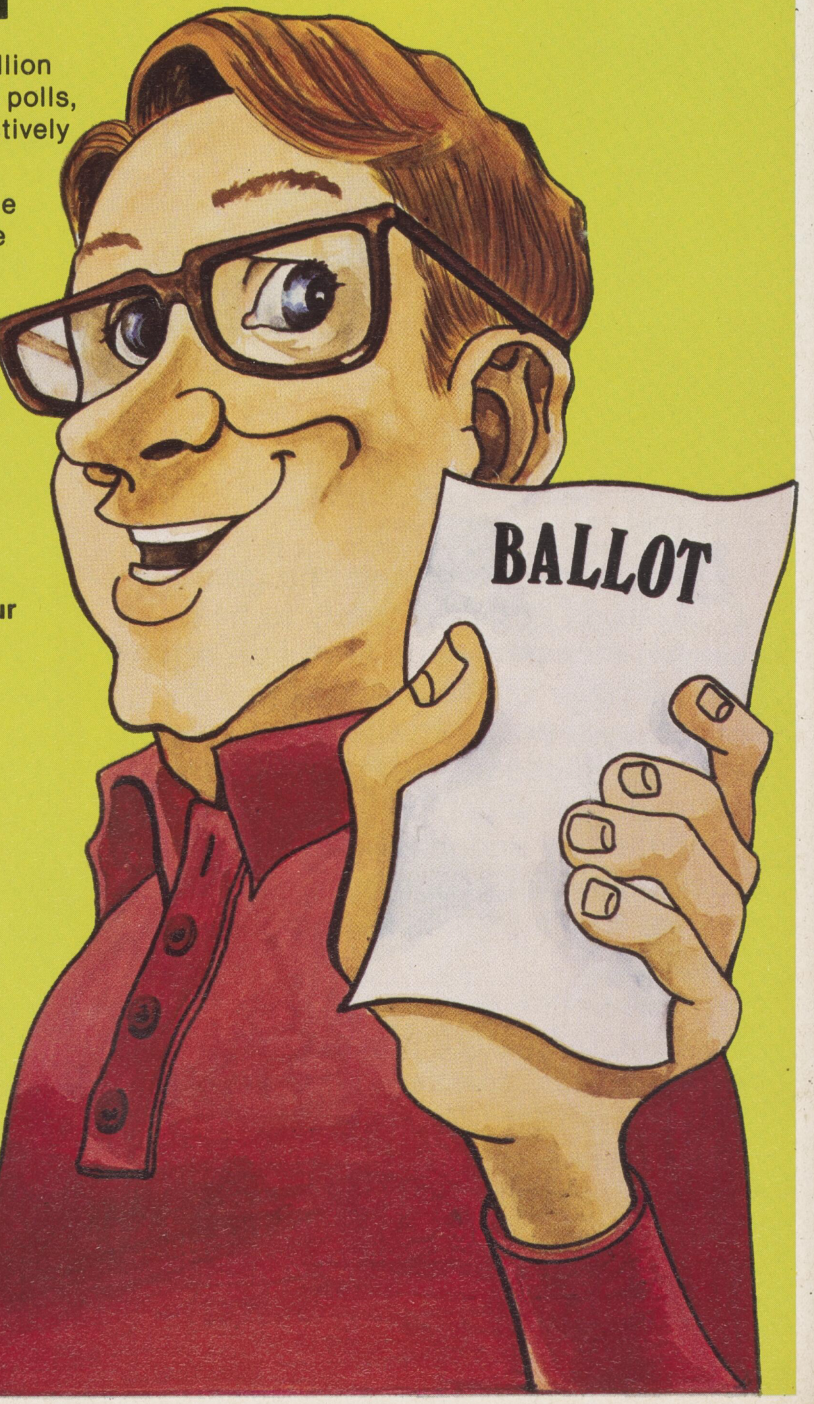
Political Action is one of them

In coming weeks and months, more than two million Teamsters and their families will be going to the polls, attending caucuses and conventions, getting actively involved in the political process.

That's important . . because America is in trouble and without our help and our votes, there may be no way out.

Teamsters everywhere must get active in the political process and back their ballots up with their bucks . . in contributions to DRIVE, the Teamsters' non-partisan political action committee. Together, we can help our country weather current crises with energy, international upheaval, inflation and a host of other ills assailing the nation.

Teamsters can and will make the difference, because we care . . .about America and about our fellow Americans.



THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

April, 1980

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

CONCERN about the economy is reaching new proportions throughout the land. We are witnessing runaway inflation (up now to 18%), a runaway budget, a runaway market . . . and a lot of people in Washington who seem to be running away from the whole problem.

And when anyone addresses the problem the talk invariably centers around controls. Controls as we have seen them offer the American consumer little hope and less incentive.

The profiteers, which include some oil companies, banks, and insurance companies know how to bend the rules. Someone always figures out a way to get around price controls, and the poor consumer, who is already borrowed and "high-interested" beyond his capacity, again takes the drubbing.

As far as controls are concerned, we at the Teamsters in the past supported controls on all forms of income when leaders in both political parties were against the idea. Now the talk is again advocating only wage and price controls.

Such talk will likely intensify as stagflation mounts monthly and the elections loom near. But it still remains wishful thinking to think wage and price controls alone will stem the tide.

And, too, many economists are now hedging their bets on prospects for a recession. Most now believe that a recession, if it does come, will do little to curb rising prices and inflation.

But we cannot stand by idly and wait for the trend of spiraling inflation to simply "unspiral" itself. The time has come when the American people must realize that if we are going to get control over inflation the answer rests with the people themselves.

And we as consumers can start by adopting a policy of *buying American-made products.* This is a giant step in fighting inflation.

With every trade agreement and with every import, more American jobs go overseas, as well as American dollars invested in foreign sweatshops. Money that is spent on foreign imported goods contributes directly to our inflationary woes.

I urge all Teamsters to bear this thought in mind as we grapple with the problems of inflation and controls.

Also, as I have said in the past, Teamsters will do their part—we will participate in any equitable plan to bring inflation under control, as long as the working force of America is not asked to sacrifice or carry the burden, while the profiteers and robber barons bend every rule.

Between now and the election we at the Teamsters will be looking long and hard for a sensible, viable approach to our runaway economy. There is an old saying that if you want to get a mule's attention you've got to hit him in the head with a two-by-four. Well, often the same is true with politicians. And since this is an election year we better get out our two-by-fours and let the politicians know how badly inflation is strangling the American worker.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 4 **April, 1980**

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2

4

Suzanne Somers
PRESENTS
a company of her friends
your favorite stars
20 MAGNIFICENT HOURS OF SUPERB ENTERTAINMENT
Easter Seal Telethon
20

2 **Brewery-Soft Drink Conference Convenes**
Gears for industry innovation

4 **Congress Learns of PPG's Anti-Union Tactics**
Employees testify to violations of law

6 **In Pittsburgh, A Costly Tax Loss for PPG**
Teamsters helped convince the city

6 **Former International Vice President Dies**
Sidney L. Brennan was 73

7 **Four Teamster Locals Sponsor Seminars**
Sessions conducted by Research and Education Dept.

8 **On DEREGULATION, Catastrophe Is Close At Hand**
Congress sends legislation to the floor

10 **Oil and Politics In America**
Windfall profits tax is one result of the ties

16 **Another Workshop Class Convenes in D.C.**
Many of the participants are from Ohio

17 **Soldier Driver: Retiree Grady Evitt**
A look at the IBT and how things were

20 **The 1980 Easter Seals Telethon Airs**
Teamsters were there, front and center

23 **EARTH DAY, 1980**
A time to pause and think about our environment

24 **ACTIVE IBT LOCALS**
A look at what's happening in the local unions

**Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001**

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

Brewery-Soft Drink Conference Gears for Industry Innovation

CERTAINTY OF CHANGE in the brewery and soft drink industries poses no fears for Teamster leaders representing members in those fields of work.

A program of adjustment to foreseeable change was put together at a recent meeting of the executive board of the Teamster Brewery and Soft Drink Workers Conference, U.S.A. and Canada, of the IBT.

Foremost in the program was a commitment to conduct an all-out campaign to organize workers at the Miller Brewing Company's new brewery in Albany, Ga.

The executive board passed a unanimous resolution to this effect after hearing a report from Charles Klare, secretary-treasurer of the Conference, at the late February meeting in San Diego, Calif.

A highlight of the meeting was an informal talk by General Secretary-Treasurer Ray Schoessling who spent many years as the leader of the Conference following its founding in 1957.

Klare, in his report to the board, noted that both brewery and soft drink corporate policies are changing rapidly "as if from day to night."

Beer companies are shrinking in number. Soft drink companies are becoming pawns of multinational cartels.

In beer, for example, the top four makers of brew in the United States now sell 75 percent of the beer sold in the nation. Klare predicted: "We're going to have the 'big three' or 'big four' in the beer business—like the auto industry."

Anheuser-Busch and Miller Brewing are setting the pace in beer. Said

Above, the Brewery and Soft Drink Conference's executive board meets during the San Diego session.

Here, General Secretary-Treasurer Ray Schoessling speaks informally to the board. Amused by his point are Charles Klare (left) and Karl Feller (right).

Klare, "We expect their combined national market share to approximate 65 percent within five years."

In soft drinks, Coke and Pepsi are locking horns for leadership. Smaller companies can be expected to fall by the wayside as the battle intensifies in the future. Today Coke and Pepsi, with more than 55 percent of all domestic soft drink sales, dominate the market.

It is estimated that about half the soft drink industry is organized with most of the non-union companies operating in sunbelt states where so-called right-to-work laws prevail.

An estimated 130,000 people work for 2,043 soft drink plants across the U.S., with most of the plants operating as small businesses employing 50 or fewer workers.

Schoessling, in his informal talk to the executive board, described the Brewery and Soft Drink Conference as one that has "always been alive and progressive."

He declared the International Union is in "good shape" and added: "The Teamsters Union is great because it attracts new members while other unions are dormant."

Schoessling said the IBT now has one of the best internal communications systems in the world and cited it as an example of service to the membership. He said all Teamster local unions are expected to be on the TITAN system by the end of 1980. He said TITAN provides almost instantaneous service and its longest time lag is three seconds.

"Incidentally," said Schoessling, "we have pledged to the United States government our cooperation in case there is ever a need for an auxiliary communications system. The government has acknowledged our offer with appreciation."

Some 85 local unions are affiliated with the Teamster Brewery and Soft Drink Conference and have more than 52,000 members working in those industries.

The total number of members remains relatively stable even though 4,000 or more new members are organized every year. Plant closings and company mergers account for the loss.

In the malting industry, the Teamsters Union represents workers at 25 of 33 plants. The malting industry, like beer and soft drinks, is also in a state of flux. Brewing companies are tending to set up their own malt houses with the aim of becoming totally independent.

It is in beer where the Teamsters are strongest and, because of the great sizes of the companies involved, face the greatest challenge.

Twelve major brewing companies operating 52 plants in the U.S. sold 164.7 million barrels, or nearly 98 percent, of all the beer marketed in the nation last year.

Employees in 44 of the 52 breweries are under Teamster contracts. Anheuser-Busch, Heileman, Falstaff-General and Schmidt beer plants are solid Teamster. Of the non-Teamster breweries, five have independent unions, two are represented by other unions, and one is non-union.

Teamsters represent workers at three of the five Miller plants. Since Miller and Anheuser-Busch are expected to cast such a big shadow over the entire beer industry in a few years, the complete organization of Miller is a prime goal of the Brewery and Soft Drink Conference.

There are several noteworthy trends and new developments in beer and soft drink.

Among the important management changes in the brewing industry is that companies increasingly are setting up their own can and bottle plants. The trend may extend to the soft drink industry on a regional, cooperative basis one day.

Yet another potential change is appearing as a result of the anti-pollution movement. A few reclamation and recycling centers already have been built to receive empty bottles and cans. There is a strong possibility that as many as 100 such plants might be constructed in the future.

Energy developments are having an effect upon the brewing industry which now is showing interest in gasohol. Major breweries already have begun analyzing the residue that now goes into sewers. They might be able to recover energy.

Other subjects discussed at the San Diego meeting included national contract negotiations, national multi-plant grievance panels, and safety and health.

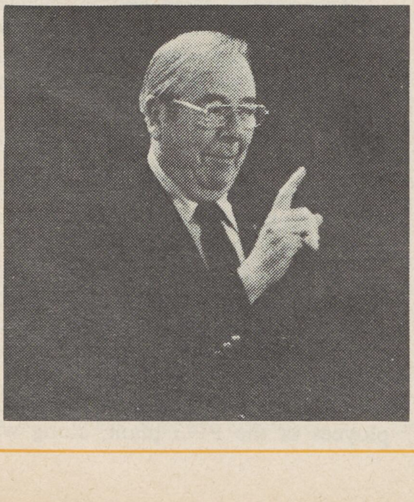
IBT Vice President John Cleveland of Washington, D.C., and Dave Sweeney, director of the IBT legislative department, were guest speakers at the meeting as was Einar Mohn, former IBT vice president.

Cleveland complimented the Brewery and Soft Drink Conference for its "thorough" organizing campaigns of the past in which, by careful planning, the Conference overcame great odds to win.

Sweeney gave an extensive report on legislation pending in Congress, including bills on territorial franchising, mandatory deposits on containers, and the status of other measures of importance to Teamsters Union members.

Other officers of the Brewery and Soft Drink Conference executive board are: Karl Feller, director; John Hoh, general organizer assigned to the Conference; Arthur Gildea, Louis Lacroix and Thomas Rusch.

Two new members were named to fill vacancies on the executive board: Tony Schmitz of St. Louis, Mo., and James Perry of Jacksonville, Fla.



Einar Mohn, who served 21 years as an International Union vice president, was a guest at the meeting of the executive board of the Brewery and Soft Drink Workers Conference.

Mohn offered some complimentary words of encouragement after listening to the deliberations. He commented that nothing much seemed to have changed for the Teamsters—"they still struggle and suffer and continue to win."

He cautioned the Teamster officials against 'clone leadership,' pointing out that every elected officer has his own style. He said:

"Individuality has held the Teamsters together all these years. The leaders of the past did the job the best they could—each according to their own method."

Mohn has remained active in retirement. He is now a vice president of the National Council of Senior Citizens.

Working on the PPG campaign, IBT and Local 391 staffers met at headquarters last month (top left) and listened to a progress report from Local 391 President R. V. Durham (top right); witnesses testified before a congressional subcommittee on the company's illegal tactics (bottom right); and PPG employees who testified, including Lida Smalley (center top), Terri Drake (center bottom), John Jones (bottom left), and Alice Wilcox (center left). Nearly a dozen other PPG workers also attended to give witnesses moral support.

CONGRESS LEARNS OF PPG'S ANTI-UNION TACTICS

THE EFFORTS of PPG Industries, Inc., to thwart an election win by Teamster Local 391 have preoccupied many minds at both the North Carolina local union and at Teamsters headquarters in recent weeks, as Teamster leaders seek ways to get the company to the bargaining table with the local union, which a labor board has recognized as the official bargaining agent for PPG's employees.

In late February, at International headquarters, those involved with the PPG campaign assembled to discuss the campaign and plan strategies for the coming weeks.

But that meeting wasn't the only action front in the PPG campaign last month.

Appearing before the House Committee on Education and Labor's Subcommittee on Labor-Management Relations last month, four employees of PPG Industries, Inc. and two Teamsters Union representatives detailed the treacherous and rocky path workers have had to travel in their quest for union representation.

The February hearings were a continuation of oversight hearings begun last December, examining the pressures facing workers in their workplaces.

Most of the witnesses invited to the hearing were from management and legal firms engaged in the increasingly popular tactics of union-busting and legal dilly-dallying and from the unions who must combat these tactics which threaten their organizing gains.

But the most compelling testimony, however, came when PPG employees described their personal experiences at the plant since the organizing campaign began.

John W. Jones, a PPG supervisor whose written affidavit was read into the record last December, led off the witness list, testifying before the committee on the demands the company and its outside legal advisors had made on him and other "bossmen" at the plant since the Local 391 organizing campaign began.

Jones stated at the outset that he was neither a union member, nor had he ever been a union supporter, but that before, during and after the PPG election, he had been encouraged to "do things that were unfair," or at least that seemed so to him.

"I tried to treat everyone the same," Jones said, recounting how when he refused to write people up, harass them or punish them, simply because they supported the union, he was first asked, then told, then threatened and finally fired, for refusing to go along with the company's game plan.

"Only after the election," Jones said, "did anyone tell us what we could or couldn't do legally."

The former company employee also told the committee of the "not so subtle" harassment to which he personally had been subjected.

"Two weeks after giving that first affidavit, my 1975 Ford wagon was stolen by anonymous thieves," Jones reported, and he has since been blacklisted by area companies.

On hearing of Jones' problems, the subcommittee gravely reminded all at the hearing that any interference with witnesses before Congressional committees before, during or after their testimony is a felony subject to prosecution. Witnesses were encouraged *several* times to report *any* incidences of retribution or harassment resulting from their testimony.

Also testifying were three other employees of the PPG plant, along with

Teamster Local 391 Research Director Christopher Scott and IBT General Organizer Vicki Saporta.

Scott introduced the witnesses asked to appear by the subcommittee.

Talking about the union's struggle to get a contract with PPG, he noted: "As you heard already from former supervisor John Jones, our struggle has been made many times more difficult because of the role played by union-busting consultants like Jesse Hogg, of Hogg, Allen, Ryce, Norton and Blue, of Coral Gables, Fla."

Commending the three witnesses who were to testify and current and former PPG workers who came to lend them moral support, Scott said: "Let me (just) say that they are some of the most courageous individuals I have ever known."

Next to testify was Vicki Saporta, an organizer for the International Union, who while assigned to assist Local 391 with its organizing efforts, initiated the PPG campaign and helped guide it through to election victory.

Pointing out that North Carolina has the lowest percentage of unionized workers of any state in the country, and the lowest average industrial wage in the nation, Saporta told the subcommittee that of the nine organizing campaigns that she'd participated in during the course of a year and a half, PPG "was the largest and the one which attracted the most media attention.

"Because of the amount of attention that we attracted," Saporta added, "the high visibility of the campaigns, and our success in the area, I became targeted as public enemy number one by the local employers and their associations."

"The pressures and harassment" these three witnesses have "to face on a daily basis because of their union activities is unbelievable," she added.

"It is not uncommon for companies and their union-busting attorneys to use psychological manipulation to harass workers and keep the pressure on in hopes of keeping them in line."

It is upsetting, she concluded, "to realize that there apparently are no limits to what some employers will do to crush workers who are exercising their lawful right to organize and achieve dignity and respect in their workplace."

Next to testify were PPG employees Terri Drake, Lida Smalley and Alice Wilcox. Leading off the testimony by the three was Drake, who for four and a half years was an employee at the plant before she was fired for her union activity. Although the National Labor Relations Board has found her firing an illegal labor act and ordered her back to work, that has yet to occur, since PPG has the case on appeal. "It's been two years and I'm still waiting," she said.

Drake told of the anguish she experienced when as a result of her stand for the union she lost her job. "I had no money, no job, house payments, car payments and two kids to support. I kept wondering if they'd get my husband next. In order to make ends meet, he was working double shifts for months on end," she said.

"I must have applied to more than 30 places," Drake told the subcommittee, "but the word was out; nobody was hiring union supporters."

Noting that other original organizing committee members had also been fired and blacklisted, Drake noted that to get a job, most of them had had to leave the area. "Every day we are made aware that the blacklist is still in effect in Lexington, and it's pretty scary."

Lida Smalley, a 7½ year employee of PPG's Lexington plant, told the committee of seeing coworkers fired because they supported the union. Speaking of one, Sonny Crowell, who was a strong Teamster supporter, Smalley said: "Sonny was a very strong union supporter like myself and (his firing) it scared me. I thought I may be next. If they could fire Sonny for not doing his job when he really was, then they could fire any union supporter.

"The company has taken real good care of company supporters and union supporters who will switch sides," Smalley added. "Many of them and ones that testified against us at the labor board hearing have been promoted to supervisors. They even made a new job called group leaders to promote company supporters. We never heard about any group leaders before this year," she added.

"You can't be a union supporter unless you can put up with the extra pressure they dish out every day. After learning about the Forming Department cafeteria being bugged, all the union supporters are afraid to talk about the union in the plant. If PPG would bug the cafeteria, who knows what else they were doing to stop us from getting the union in?" she concluded.

Finally came the testimony of **Alice Wilcox,** a 12½ year veteran of PPG, and a working mother who is the sole support of her family.

Wilcox told of signing her union authorization card back in May, 1978 and of joining the in-plant organizing committee in June, and of the tactics the company has employed ever since to dispel union support.

Wilcox pointed out that the company is centering its attacks on the Fabrication Department where she works, since it is more than 80% female, leaving the Forming Department which is comprised mostly of men, free from most of the pressure.

Speaking of the firings at the plant, she told the group that "one of PPG's favorite ways to frame us is by secretly writing us up."

Before the union campaign started, she recalled, "we were told about our write-ups and they were discussed with us. Since the union campaign started, however, every week we hear of new cases where union supporters find out about secret write-ups on their jobs that they never knew anything about. Many of the secret write-ups are over a year old. And they use these secret write-ups to fire us."

She added that the company has initiated a number of even more insidious tactics to "put on more pressure" since the first of the year.

"They've split us up into smaller groups for our daily pre-shift meetings so we don't get to talk to or see any of our friends," initiated a new rule that says "we can't stay on the parking lot after shift change," and are even "showing anti-union movies to all new hires before they start working," she told the subcommittee.

"Since PPG started all their delaying tactics at the Labor Board, the pressure in the plant has become unbearable," she said. "Supervisors and company supporters laugh at us all the time at how much harder we have to work just to keep our jobs. We never know when we're being bugged, but we do know that we're constantly being watched. They now have 3 to 4 times more supervisors than before the election who just seem to sit around all the shift and watch us. My former boss man admitted to me that he could not treat union supporters the same as he had before the campaign started. That's pretty much true about all the bossmen—you'd never know that they were the same people," she concluded.

The House panel could, as a result of these hearings, call again for reform of the nation's labor laws to remove the edge employers now have over their workers.

IN PITTSBURGH, A COSTLY TAX LOSS FOR PPG

Charles Byrnes

THE hearings before Congress were just half of a one-two punch the Teamsters delivered to PPG Industries, Inc., last month.

On February 28, Teamsters were among witnesses appearing before the Pittsburgh City Council at a hearing to decide whether to grant area firms tax abatements (that is, to make them eligible for a proposed three-year moratorium on property taxes to encourage development in the area, attract new industry and provide more jobs).

One of the companies that would benefit was PPG, which stood to gain more than one million dollars in tax savings from the legislation, despite the fact that the company had more than $219 million in profits last year.

Testifying against the proposal were members of the Pennsylvania Alliance for Jobs and Energy, along with Charles Byrnes, president of Teamster Local 249 in Pittsburgh, and Vicki Saporta, an IBT general organizer.

PAJE opposes the measure because it would give "unnecessary and undeserved tax breaks to large and wealthy corporations."

The Teamsters' Byrnes said his members opposed the legislation because PPG Industries would be eligible for the planned three-year moratorium on property taxes on its $100 million development in Market Square. Byrnes added that the Teamsters would support the bill "if PPG were excluded."

"PPG is anti-worker and is fostering decertification as well as encouraging workers to leave unions."

He noted that in Lexington, N.C., PPG has refused to bargain with the Teamsters Union, despite the fact that the union has been recognized as the official bargaining representative for the workers.

The Teamsters urged the council to take no action on the measure until PPG signs a contract with Local 391 of Greensboro, N.C.

Faced with strong community opposition, the City Council voted in mid-March *unanimously* to table this proposal.

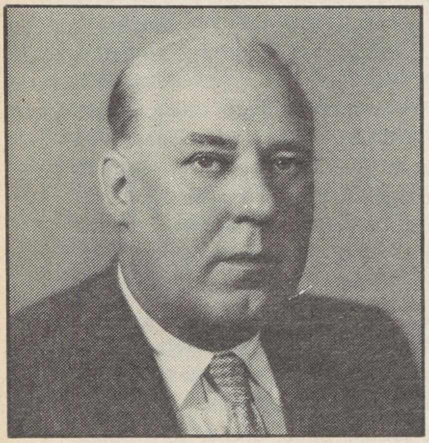
For PPG, that means no million bucks in tax breaks.

Teamsters around the country are proving that they can be as tough and tenacious as bulldogs when it comes to a tough battle. And this union-versus-non-union skirmish with PPG is one we don't intend to lose.

In Memoriam

SIDNEY L. BRENNAN

Former IBT Vice President



SIDNEY L. BRENNAN, a former vice president of the International Brotherhood of Teamsters, died February 25, 1980, in his native Minneapolis, Minn., after sudden heart failure.

The 73-year-old Brennan was born January 21, 1907. Over a span of more than 25 years, he rose from his first Teamster job as a truck driver for a printing firm to the third vice presidency of the International Union.

He stepped down from his International office in October, 1957 citing poor health and family obligations, but remained active in union affairs.

Brennan also served for many years as a vice president of Teamster Joint Council 32.

He first became a Teamster by joining Minneapolis Local 544 back in 1933 as a driver for an area printing company. It wasn't long before he became a union steward.

Brennan is credited with playing a major role in converting Minneapolis from an open shop community into a union city during the thirties. In the early forties, he was a leader in the successful move to lessen the influence of the Socialist Workers party in union affairs in Minneapolis.

This led to his post as secretary-treasurer of Local 544.

Brennan was first appointed to the Teamsters' executive board in 1943 to fill a vacancy caused by the death of John Geary of St. Paul, Minn. In later years, he was consistently reelected to his post by convention delegates until 1957, when he stepped down.

In more recent years, Brennan had managed several trucking companies and owned his own heavy equipment supply company, Riteway Rigging and Erecting Co. Most recently, he had opened an independent labor consulting firm, Sidney L. Brennan and Son, which he ran with his son Sidney, a lawyer. In the course of his consulting work for one client, Dahlen Transport, Inc., Brennan often consulted with area Teamster locals, which was a source of great pleasure to the union veteran.

Brennan is survived by his wife Florence, two sons, Sidney Jr. and William J. Brennan, and four sisters.

LOCALS 13 & 961

IBT Locals Sponsor Weekend Training Conferences

In the past few weeks, members of the International Union's Research and Education Department have crisscrossed the country, holding weekend seminars for four Teamster locals.

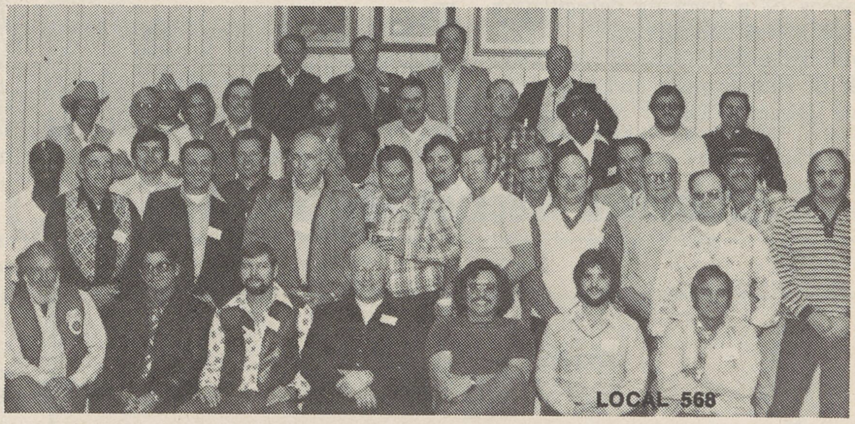
From the Western Conference, Denver, Colo., Locals 13 and 961 conducted a joint two-day program in January. Local 13 President Jack Parker co-sponsored the program with Local 961 President Donald Matthews. The two locals represent members in construction and freight.

From the Eastern Conference, Local 391 in the Greensboro, North Carolina area, conducted a program on February 2, covering stewards in the brewery and miscellaneous industries. R. V. Durham, president of Local 391, welcomed participants and explained his local's ongoing efforts to train stewards over the years.

The current session was unique in that it was for stewards from organized breweries, including those from the new Miller plant in N.C., which went Teamster after a successful organizing campaign about two years ago.

In the Southern Conference, Laird Evans, secretary-treasurer of Local 568 in Shreveport, La., hosted a program on February 9 and 10 for stewards from a variety of industries.

The stewards studied the role of an IBT steward and went through mock grievances from the first step through binding resolution.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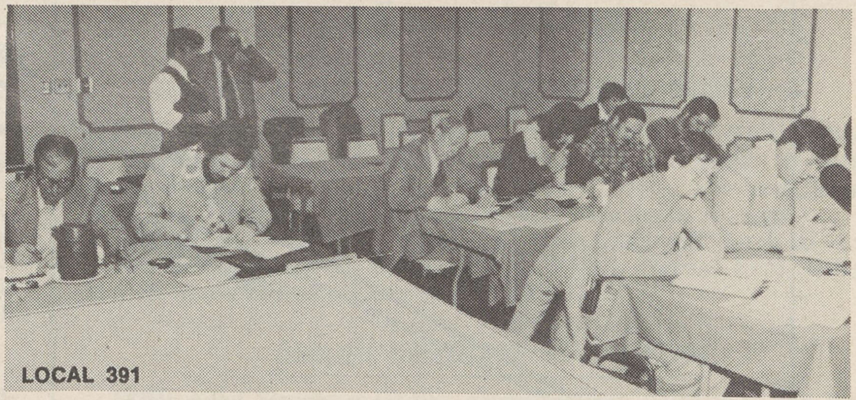
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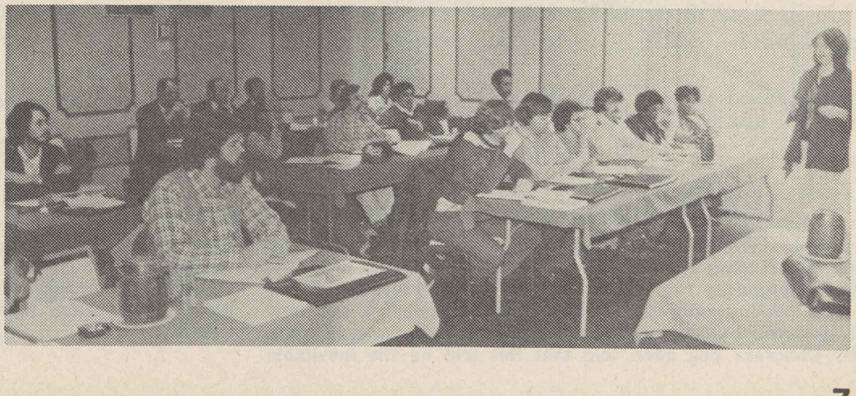


DEREGU

Catastrophe Looms Now

THOUSANDS OF Teamster jobs were put in great jeopardy last month when the Senate Commerce Committee narrowly adopted the three worst provisions of a trucking deregulation measure it was considering.

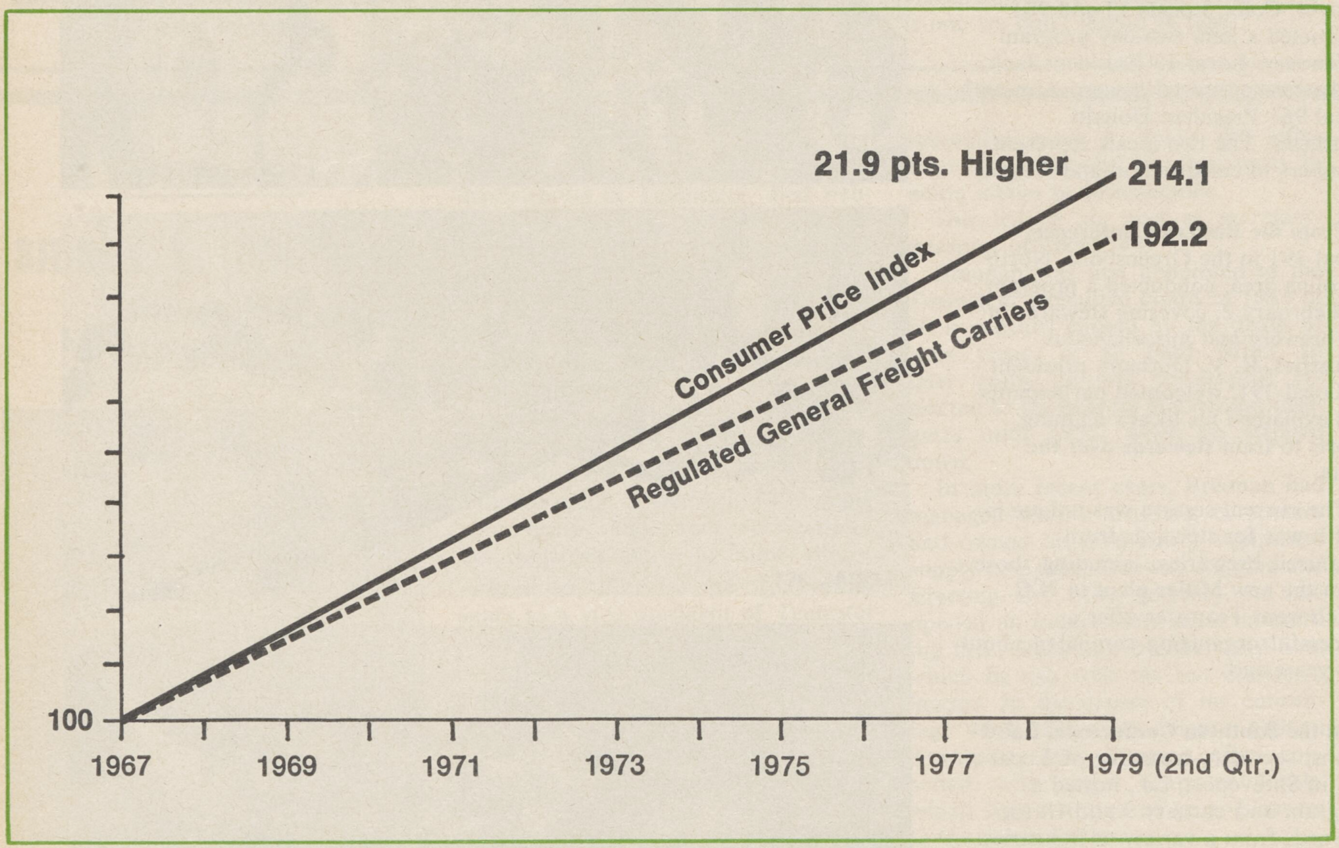
Both Teamster General President Frank E. Fitzsimmons and IBT Legislative Director David Sweeney labeled the measure (S. 2245) "a bad piece of legislation which should seriously concern every Teamster member employed in the trucking industry."

The three worst provisions of the measure are:

1. **Wide-Open Entry:** As presently written the measure will permit virtually any person with a truck to start hauling freight, proving only that he is "fit, willing, and able" to do so.

The Teamsters and carriers supported an amendment offered by Sen. Magnuson (D-Wash.) providing that such person seeking entry prove that his service was needed. This amendment was defeated.

INFLATION & TRUCKING NOW—WHAT WILL IT BE 2 YEARS FROM NOW



With prices skyrocketing for virtually every consumer product imaginable, including astronomic increases for all energy products, the rates charged by regulated motor carriers have remained far below the inflation rate as a whole. With our nation's economy already out of control, do we need yet another runaway component? Congress has been told that this will be the inevitable result of its deregulation effort, but has yet to heed the cautions. Perhaps consumers will have more impact when they begin to see rising shipping costs or can't routinely receive their packages anymore. Deregulation is coming, unless you and I act to stop it immediately.

LATION

Unless Teamsters Act

2. **Collective Rate Making:** The bill as passed by the committee strikes down all collective rate making by carriers for single line movements, that is a carrier completing delivery from origin to destination. Such operations comprise approximately 70 percent of all freight currently being hauled.

Truckers maintain that to keep their operations financially sound and to be able to pay current wages and benefits in the industry, collective rate making is needed.

Zealots for deregulation and elimination of rate bureaus argue that this will bring about lower shipping rates. What they do not admit is that lower wages and benefits will have to be paid to meet the cutthroat competition deregulation will encourage. Nor will they recognize the fact that shipping rates traditionally have risen much slower than the items measured by the Consumer Price Index.

3. **Food Products:** Traditionally under Interstate Commerce Commission regulations, set years ago by the Congress, raw food products were not subject to regulation. Processed foods were. Under the bill passed by the Senate Commerce Commission, all food products will be deregulated if the committee bill passes the full Congress.

This means that anyone with a truck can haul processed food products now hauled by regulated carriers. This is another example of how Teamster jobs can be eroded.

While those provisions mentioned above are the worst aspects of the Senate committee bill, there are others which threaten the stability of regulated carriers and their employees.

One provision gives private and contract carriers the right to seek freight now carried by regulated trucking firms. Proponents argued that such a provision will eliminate empty backhauls for private and contract carriers. Those voting for this provision paid no attention to the fact that they will be stealing front hauls of regulated carriers.

Fitzsimmons called the committee bill "a disaster for America's transportation system." He called upon Teamster members everywhere to write letters to their U.S. Senators expressing their opposition to S. 2245.

"If there is one consolation in this legislative travesty," he said, "it is that there is still time for workers to speak up by writing those letters." But, he noted, "everyone must do it immediately."

Senator Cannon, chairman of the Senate Commerce Committee, has stated that he intends to bring the bill to the full Senate shortly after the Easter recess, sometime during the middle of April.

Fitzsimmons reminded Teamsters again that their letters should be addressed to each of their two senators at the Senate Office Building, Washington, D.C. 20510.

How They Voted On Deregulation

TO LET ANY 'FIT' APPLICANT HAUL FREIGHT

FOR: Howard Cannon (D-Nev.), Adlai Stevenson (D-Ill.), Barry Goldwater (R-Ariz.), John Warner (R-Va.), Donald Riegle (D-Mich.), J. James Exon (D-Nebr.), Bob Packwood (R-Ore.), Harrison Schmitt (R-N.M.), John Danforth (R-Mo.), Nancy Kassebaum (R-Kans.)

AGAINST: Warren Magnuson (D-Wash.), Russell Long (D-La.), Ernest Hollings (D-S.C.), Daniel Inouye (D-Ha.), Wendell Ford (D-Ky.), Howell Heflin (D-Ala.), Larry Pressler (R-S.D.).

ABOLISH COLLECTIVE RATE MAKING

FOR: Adlai Stevenson (D-Ill.), Donald Riegle (D-Mich.), Bob Packwood (R-Ore.), Barry Goldwater (R-Ariz.), Harrison Schmitt (R-N.M.), John Danforth (R-Mo.), Nancy Kassebaum (R-Kans.), John Warner (R-Va.), Howard Cannon (D-Nev.).

AGAINST: Warren Magnuson (D-Wash.), Russell Long (D-La.), Daniel Inouye (D-Ha.), Wendell Ford (D-Ky.), J. James Exon (D-Nebr.), Howell Heflin (D-Ala.), Larry Pressler (R-S.D.).

(Editor's Note: Senators Goldwater and Kassebaum originally voted to eliminate collective rate making but switched on reconsideration to the Teamster position.

A "FOR" Vote is against the Teamster position.)

OIL AND POLITICS
IN ★ AMERICA ★

AMERICAN VOTERS have only a few months to learn that oil is a 3-letter word newly and strongly synonymous with politics in the United States.

Oil today—having become a vastly over-priced liquid in recent years—translates into greater political power than ever before in the nation's history.

All major political decisions within the U.S. now are being made upon present and future oil availability, usage and price. The same may be said for major international political decisions.

Soon America's political candidates will be expounding on the subject of energy. No matter what issues they campaign on, they must come to energy because it ties so closely with inflation. And all energy trails lead to oil.

To better understand and protect themselves, voters must discover how politics have shaped oil in the past, and vice versa. They also must realize how the condition is accelerating now.

The double-image distortion one sees when looking at an oil-politic development in America today is best illustrated by the most recent case: The so-called "windfall profits tax."

WPT A MIRAGE

The concept of a windfall profits tax has been a mirage from the beginning.

Both the government and oil merchants have traded upon the ignorance of the public while reaching agreement upon what is essentially a compromise to keep themselves financially fat in the face of any real or created fuel crisis.

Working together, they have tried to get across the idea that they are desperately responding to the public desire for continuing, cheap energy, particularly petroleum.

All the while, government and oil have been aware that Americans are not yet so concerned about price. Rising pump prices have spawned helpless anger but not panic. The public concern for the moment remains the need for oil because it fuels nearly everything that people utilize to function in their daily lives.

There are two underlying motives for this behavior: The federal treasury wants money to balance the budget; major oil corporations feed on profits and want to keep gorging.

Windfall profits taxation was devised as a mutual answer to their problems.

Proof of this collusion came from a surprising quarter last January 17th when the *Wall Street Journal* called a spade a spade.

The *Journal*, devoted to the welfare of the business world, complained in an editorial:

"As the House-Senate conference reconvenes tomorrow on the misnamed 'windfall profits tax,' the debate will be not over anything basic, but over who foots the bill."

Referring to an "idiotic feud" between Big Oil (major companies) and Little Oil (independent producers), the *Journal* concluded:

". . . Congressional debate over the bill has degenerated into a hunt for new tax revenues the politicians can distribute, and into a finger-pointing exercise between different sectors of the (oil) industry."

WINDFALL AND TAX

The accepted definition of windfall profits is that when prices are pulled up by some external force—not pushed up by higher costs—then the result is bigger profits without even trying.

A windfall profits tax on oil companies last year was the top priority on President Carter's energy program. (A year earlier, Congress virtually ignored all his energy proposals.) The Administration requested the tax as a companion to the gradual lifting of price controls on oil produced domestically; decontrol is now in progress.

It should be remembered that the amount of notorious windfall profits in oil during recent years is the result of government policies and oil company maneuvering in the marketplace.

With full decontrol of domestic oil prices, it is a certainty that the local price tag soon would match that of the average price charged by foreign oil producers which, banded together as OPEC, dictate the world market price now at an exorbitant amount.

The legislative idea is that windfall taxation would strip $227 billion from the profits of America's oil industry in the next 10 years. This would be done without consideration of the actual cost of producing a barrel of crude oil in the U.S., and therefore would promise little relief for the public.

Rather, the public pocketbook would suffer. Producers and marketers of oil in the U.S. undoubtedly would pass the cost of the tax on to the consumers. In theory, government income from the tax would finance energy research, etc.

Most definitely, the windfall profits tax would not punish the American oil industry—as some people seem to believe—nor would it encourage low prices by discouraging excessive profits.

HITTING THE PILLOW

One observer has noted that trying to see the connection between oil and politics is like hitting a pillow. The thing is so massive that wherever it is hit, it pops out somewhere else.

American motorists rightly sense they are victims when they read such predictions as that last October by Worldwide Institute, an independent research group, that by 1985 it might cost $50 to fill the tank of a standard American car.

This feeling was intensified during last summer's gasoline shortage on the streets. In fact, that is a good point to pick up the windfall profits tax story.

A month after the gasoline crisis, President Carter remarked, "It is now more critical than it ever was that Congress swiftly pass a strong, permanent windfall profits tax." As if such a tax would penalize management greed and prevent shortages at the roadside pump.

Predictably, Congress took little notice of the President's words. It knows when to stay quiet.

Later, it would be disclosed that domestic oil production actually dropped during the period when motorists were waiting in long gasoline lines. Singing a duet, government and oil officials would say they could not account for it.

"I don't have any explanation for why it happened," said James Diehl, acting director for the statistics division of the Department of Energy.

"I wish I had an explanation for it, but I don't," said Melvin Mesnard, statistician for the Independent Petroleum Association of America.

But Joel Jacobson of the New Jersey Department of Energy had an answer. He said flatly, ". . . The gasoline shortage in 1979 was not an Act of God." Jacobson commented further on oil prices:

"The argument for decontrol of domestic crude (oil prices) contains a fallacy. When foreign oil was $1.80 a barrel, it cost 20 cents to produce a barrel. Today, when OPEC prices are as high as $23.50, maybe it costs 25 cents to produce. The OPEC price is not justified by economic causes; it is precipitated by political objectives. To permit the price of domestic crude to rise to its 'replacement' costs—that is, the OPEC political prices—ignores economics and legitimizes political blackmail . . ."

ORGANIZED OIL

It was about this time that the organized oil industry held its annual convention. More than 1,200 delegates registered for the New York City affair sponsored by the American Petroleum Institute (API).

API officials, noting public feeling running against the oil industry, drew a security curtain around the convention. They called it a precaution "against any attempts by outsiders to disrupt presentations."

This was a lie, of course. The real aim was to impose a news blackout of the convention although the list of speakers included Charles W. Duncan, Jr., newly appointed Secretary of Energy, who would be making his first major speech since taking office. Another listed speaker was Senator Russell Long, chairman of the Senate Finance Committee.

So the meeting was kept secret. The New York *Times* managed to report bare details about Secretary Duncan's reception by the oil leaders. But not a word about any significant statement other than, "the government should not get into the oil business."

Neither was anything reported about Senator Long's speech.

Shortly after the API meeting, a blizzard of oil company advertising hit the nation's news media. Television networks and newspapers began cleaning up with lengthy commercial protestations by the oil companies which said in one way or another to American consumers: We are innocent of wrongdoing; we, like you, are concerned about the future; don't worry —we'll take care of your energy needs.

In effect, the oil industry was purchasing editorial policy.

The campaign got some left-handed support from an unexpected quarter in the form of a report that popped up in many news areas. The report, identified obscurely as "prepared by an agency separate from the Department of Energy," predicted severe gasoline shortages and higher prices next year.

The style seemed to be—scare 'em and then pacify 'em.

WHO TO BELIEVE?

Then began a period of confusion for Americans. They were told a variety of conflicting ideas regarding oil

". . . The American Petroleum Institute, the registered industry lobby for Big Oil, has infiltrated, and virtually runs, the Department of Energy. The pervasive influence of the oil industry on the department has two interrelated causes. High-level administrative positions are filled with corporate executive types, many of whom have direct ties to the oil industry; and the major work of the department is leased out, most of it through no-bid deals, to private consulting firms that, in turn, are consultants for the oil industry."

—Fred J. Cook, in *The Nation*, Dec. 29, 1979.

even as Congress passed a bill creating an Energy Mobilization Board.

For instance, there was F. D. Dennstedt, a senior vice president of Exxon Corp., the nation's No. 1 retailer of gasoline. He told a Senate subcommittee that energy demand in the U.S. might have peaked. He forecast that U.S. demand for petroleum products "will remain flat or may even decline slowly over the next decade."

The Congressional Joint Economic Committee declared: ". . . The world has entered a troublesome new era of scarce, increasingly expensive and uncertain oil supplies, subject to political conditions and risk. The world's oil production may have peaked for both political and geological reasons while demand continues to rise. In such circumstances, prices can only rise."

A study prepared for Alfred Kahn, special adviser on inflation to President Carter, concluded: ". . . The few major American oil companies with access to foreign petroleum supplies have diverted crude oil bought under contract to the high-priced spot market and have increased markups to other domestic refiners."

Already crude oil was selling for $40 a barrel in the spot market even though OPEC's official price was about $24 a barrel at the time. The inflated price indicated that every time the OPEC producers (or buyers of their oil) could find an excuse to shift oil from their contractual sales to the spot market, they pocketed an extra $16 on every barrel.

OPEC nations have collected about $500 billion in inflated oil income since the 1973–74 embargo. It is estimated they have spent about 80 percent of that money for goods, services and military hardware in the U.S. and other countries. This has had the effect of increasing their political leverage in the affairs of other nations.

As December approached, America's oil baronies had an easy explanation for their unreasonably high profit increases in the third quarter of 1979—Texaco, 211 percent; Standard Oil of Ohio, 191 percent; Conoco, 134 percent; Mobil, 131 percent, and Exxon, 118 percent. They said the gains were largely the result of foreign investments and marketing.

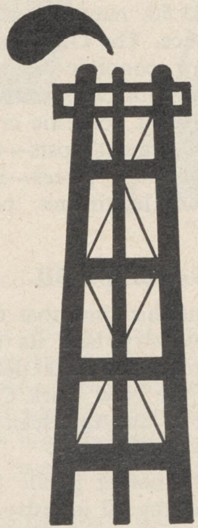
MOVING GOVERNMENTS

Embarrassment and anger often can make governments move in new directions. In the weeks before last Christmas, the Arab oil producers showed anger and the Carter Administration was embarrassed. Neither fact had anything to do with the other on the face of it.

By now, Congress had given the President an impractical standby gasoline rationing program. So the President began considering ways to encourage a slowdown in consumption. The trial balloon idea of a 50-cent tax per gallon of gasoline attracted bad reaction everywhere.

The General Accounting Office helped the Administration position by issuing a study that said domestic oil production would drop steadily throughout the 1980's. The study was cited as support for a chorus of earlier pessimistic forecasts from the Energy Department, the CIA and some oil companies.

President Carter now switched to the governors of states, trying to get them to help in conservation efforts.



The chief executives of the states showed little enthusiasm. This led the New York *Times* to editorialize:

"The calls by the Carter Administration for the voluntary conservation of energy . . . appear to have run into political and economic resistance."

President Carter, as part of an agreement adopted by western industrialized nations, then obligated the U.S. to import no more than 3,469 million barrels of crude oil in 1980. It's anybody's guess whether the obligation was a show of conservation or a safe promise; the fact is that the U.S. import in 1979 was only 2,191 million barrels of oil.

Going into Christmas, everything was a shambles. Congress was feverishly trying to adjourn without taking action on the windfall profits tax. The Department of Energy was considered a political albatross and no longer was being taken seriously by anybody in government as the new year approached.

Saudi Arabia anger contributed indirectly to more embarrassment for the Carter Administration. The Saudis had complained that American oil companies were reaping unwarranted profits from "low-priced" Saudi oil.

The Justice Department immediately announced that it was proceeding vigorously ("in spite of opposition from Saudi Arabia") with an investigation of U.S. oil company operations in the Middle East.

President Carter conceded the issue was critical "because of both domestic and international politics." This was partly because some OPEC countries were switching to direct oil sales, bypassing major oil companies that formerly handled the marketing for them.

There was one problem: The Saudis could prove their charge of 'unwarranted profits.' This problem was addressed by John Sawhill, Deputy Secretary of the Department of Energy, who admitted that a great deal of American-owned Saudi oil was being sold outside the United States.

Asked Sawhill: "Should we be critical of companies trying to maximize their profits by selling crude into those markets where they can obtain the best prices?"

Apparently we should be critical, according to a discordant note in the form of testimony from Anthony Solomon, Under Secretary of the Treasury. Solomon told a Senate subcommittee that prices being paid for oil from all sources were now more than 80 percent higher than a year ago.

Solomon said that while the average official price for OPEC crude oil in 1979 was $21.50—up 66 percent from the previous year—spot-market prices were substantially above the official prices and significant amounts of oil were moving into the spot market.

It was apparent, as 1979 ended, that the federal government and the oil companies were hanging in there together despite occasional sour notes from people like Kahn and Solomon.

NONE FOR ALL

The beginning of 1980 seemed to signal an era of every man for himself when it came to oil.

For example, OPEC countries failed last December to agree on future oil prices. They had other plans. Meantime, oil-needy nations began dreaming how to fill their oil needs despite promises to lower their consumption. Most of them flirted openly with the spot market.

To protect themselves against the ravages of the spot market, the OPEC countries began an entirely new contractual policy. Led by Saudi Arabia, they started negotiating new agreements with oil companies in the U.S. and other countries.

The Arabs added a new twist. Now the buyers of Saudi oil must agree to refine and market portions of the oil in Europe and the U.S. for a fee. This would prevent the oil from being cut loose by the buyers so that it would find its way to the higher-priced spot market. The Arabs clearly thought of the spot market as a black market abusing their produce.

Also, the OPEC oil exporters wanted petrochemical plants and refineries built in their own desert as part of the package deal. Libya forced British Petroleum to promise to explore for new oil in their contract.

In other words, the Arabs were requiring oil importers in America and other industrialized countries to contractually guarantee a marketing commitment as well as a transfer of technology. Now the Arabs would collect from both pumps—the one in the sand and the other at the service station.

American oil companies were only temporarily deterred. Within days they began bidding up the price of crude oil from the federal government's Elk Hills reserve in California to nearly $40 a barrel.

By law, the federal government is required to produce oil from the Elk Hills reserve and to sell it to the highest bidders—without price controls. Thus, despite the government's symbolic efforts on one hand to persuade oil producers to restrain the prices they charge for crude oil, the government itself is compelled to charge whatever prices the companies are willing to pay.

At the same time, the pace of oil and gas drilling had quickened in the United States after a decade of significant slowdown. Analysts thought the activity was spurred by higher oil prices and the prospect of new oil that probably would escape being covered by the pending windfall profits tax.

So it was in this welter of new and seemingly spontaneous activity—which included the distractions of the Iranian hostages and the Afghanistan invasion—that Congress returned to resume work on the windfall profits tax in January.

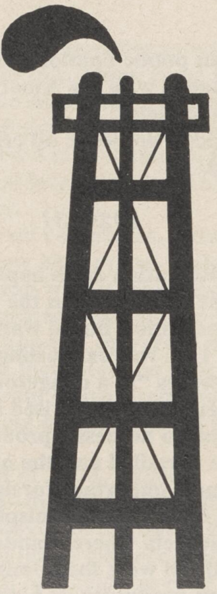
WPT RETURNS

If anyone required further proof that oil and politics are one and the same in the United States today, all he needed was to read a letter circulated early in 1980 regarding the windfall profits tax.

C. John Miller, president of the Independent Petroleum Association of America, wrote to his 12,000 members—all of them independent producers—urging them to avoid belligerence when Congress started work on the windfall profits tax.

As Miller put it: ". . . Our industry has enough political enemies without indulging in intra-industry recriminations over political actions which were beyond our collective influence or control."

He was discussing the falling out between the big companies and the independents, also known as Big Oil and Little Oil. They were united in favoring the tax when it was introduced in Congress.



But after the House-Senate conferees worked out the mathematics on who would pay the tax, Big Oil and Little Oil fell to arguing over the planned goverment revenue of $227 billion.

It was the first time in the memory of Capitol Hill observers that such a deep political split within the oil industry had ever become so public. The core of the schism involved $43 billion which Big Oil was trying to take away from Little Oil.

The political significance of the situation was unashamedly revealed as Congress convened. Big Oil and Little Oil, flanked by supporters, went public in their battle.

Major oil companies reminded congressmen of how much money that put into local economies by jointly announcing planned capital expenditures for 1980. The total amounted to more than $17 billion with Exxon tops at $7.5 billion.

Jerry McAfee, the chairman of Gulf Oil Corp., went so far as to say that his company's record $3 billion for capital and exploration projects could be even higher if an "acceptable political and economic climate prevails." It was a naked reminder urging a vote for Big Oil.

Senator Russell Long of Louisiana, a state crawling with independent oil producers, made a pitch on their behalf. He said oil drillers should get special consideration on windfall profits because they are so numerous and politically potent, adding: "You've got 20 times as many royalty owners as you have producers."

"There are some 12,000 independents, located in congressional districts across the country," said the New York *Times*. "That indicates why the conferees are groping for ways to give the independents some kind of favorable treatment—if not exempting them from the windfall tax, then at least taxing them at a lower rate than the majors."

After a day of fussing, the House-Senate conferees temporarily shelved the concept of a windfall profits tax to consider a new idea: A simple flat tax on each barrel of oil produced in the United States.

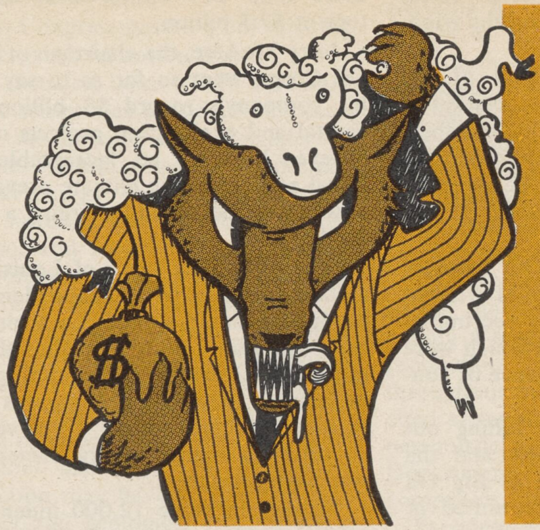
Supporters of the notion were noisy. But Rep. Al Ullman of Oregon, chairman of the Ways and Means Committee, said the flat-rate proposal disregarded the will of both houses which already had approved the windfall profit tax in principle.

It was a brief flurry. As the President readied his State of the Union message for Congress, the House-Senate conferees got back on the track and veered closer to agreement. Their compromises clearly were leading to a complicated system of determining a windfall profits tax on varying amounts and ages of new oil and old oil. There would be plenty of ways for everybody to cheat.

As if to celebrate the legislative bonanza in the offing—legislation guaranteed to keep Big Oil and Little Oil in the profit saddle—Exxon raised its gasoline price by five cents on January 21st. The company cited as its reason the "continuing increases in the cost of crude oil."

Exxon had raised the same gasoline prices by three cents only 11 days earlier, and three weeks prior to that had hiked its gasoline price by six cents a gallon. Fourteen cents in 31 days.

Fifty dollars a tankful in five years?



OIL

FIVE TIMES in the past 60 years the American oil industry has "cried wolf," according to research by Robert Sherill, an investigative reporter.

The "solution" to each frightening crisis has led to benefits for oil and has been achieved with marked similarity in method:

1. The public always was told that United States oil production was near extinction or in horrendous economic danger.
2. Politicians and federal bureaucrats flocked to the aid of the oil companies in one of two ways—either by helping actively or offering no resistance.
3. The crisis always appeared as suddenly as a tornado.

Here's the list of false alarms compiled by Sherrill:

1920

Standard oil companies dominated the industry but few had overseas oil supplies in 1920. They wanted to get into Iraq, then under British control, but were stymied in this goal.

A propaganda deluge suddenly commenced. On Jan. 1, 1920, the U.S. Geological Survey, drawing on information supplied by the oil companies, said the nation's domestic oil supply was "precarious," that unless consumption was checked, the U.S. would be dependent upon foreign oil by 1925.

Soon the Department of State, joined by Congress, began militantly carrying the flag for the oil companies. The British succumbed to American public opinion and agreed to join hands with the Americans in Iraq's oil fields.

America's domestic oil crisis vanished.

1929–31

A conservation crisis appeared overnight in 1929 when the Federal Oil Conservation Board warned that the U.S. was exhausting petroleum reserves "at a dangerous rate." The federal agency advised importing foreign oil so domestic production could be curtailed and the oil saved.

The most important foreign source of oil in the western hemisphere was Venezuela where Standard Oil and Gulf Oil were the dominant American producers. It happened that Gulf was controlled by the family of Andrew Mellon who happened to be Secretary of the Treasury.

America's major oil companies, in response to the orchestrated federal warning, patriotically began importing more oil, most of it from Venezuela. But a year later, the East Texas oil fields were discovered by independent wildcatters who extended their independence into the marketplace.

A price war developed. Soon the major oil companies, finding themselves on the losing end, demanded that the government of Texas force the independents to sell only as much oil as the big companies decreed should be sold.

The Texas legislature, handsomely paid off with municipal and state oil properties, passed a "market demand" law which quelled the independents.

But the consumers paid more for their oil.

1947

During World War II, Interior Secretary Harold Ickes persuaded President Roosevelt to establish a government corporation to buy out American companies operating as tandem oil partners in Saudi Arabia. The partners were Standard Oil of California and Texaco. The idea was to give the public more control over oil supplies.

But the two major oil companies were powerful enough to get Ickes' proposal killed in Congress. However, the two companies did not have enough marketing outlets to handle their Arabian oil. They invited Standard Oil of New Jersey and Mobil to join them as marketing partners. This was the forerunner to what later became known as the Arabian American Oil Company (ARAMCO).

Since this new arrangement was in violation of U.S. antitrust laws, a stalking horse appeared. This time it was the petroleum division of the Department of State which declared that "sufficient oil cannot be found in the United States." Nothing happened at first. A couple of years later, Julius Krug, a new Secretary of the Interior, said the "end of the United States oil supply is almost in sight."

The major oil companies immediately claimed shortages and raised their pump prices. In 1949, a Senate committee found after investigation that there had never been a real shortage.

THE 'CRY WOLF' INDUSTRY

1959

Nearly 40 years after the initial oil crisis in America, the world was awash with oil. By now the major companies were perfecting the art of global price fixing by controlling supply. But the majors still were unable to control the scores of sturdy, independent oil pioneers.

So big oil's barons got their friends in Congress to discover the prospect of a national security crisis. The old "cry wolf" had been used so often that this time there was a new pitch: Americans were in danger of being subverted by cheap foreign oil, that is, the nation could not afford to become dependent upon foreign oil.

Congress obligingly amended existing law and subsequently controls were imposed on imports by Treasury Secretary Robert Anderson, a Texas oil man. The major companies then began building new refineries in Europe to develop markets there for what now had become surplus oil to them.

It later was estimated by M. A. Adelman, an oil expert, that the series of maneuvers cost American consumers about $4 billion annually.

1973

In 1960, the Organization of Petroleum Exporting Countries (OPEC) came into being, somewhat in response to Soviet business aggression. OPEC was dormant for a while but was described by *Fortune* magazine as being a "great international cartel" capable of tying up oil as never before.

The Arabs and Jews began warring in the early 1970's. There came the time when the Arab embargo was announced until the Israelis withdrew from occupied Arab territories. It was a political lever aimed at U.S. foreign policy.

America's oil companies, seeing daylight in new high prices, grabbed the ball and ran with it. Shortages suddenly appeared overnight and pump prices zoomed upward. Later, it was proven there were no shortages because oil from Libya, Iraq and Iran was taking up the slack all the while.

By the end of 1974, Exxon Corporation—the world's largest oil company—moved to the top of the *Fortune* 500 list to displace General Motors which had held top rung for 40 years. Texaco, Mobil, Gulf and Standard Oil of California joined Exxon in the top seven rankings of earnings.

It later was shown that major oil companies had betrayed consumers; so had most of the top policy makers in the federal government who had publicly denounced efforts to drive down world oil prices.

1954 to Now

Another continuing crisis involving natural gas has flowed through the years with occasional pop-up variations. Usually the oil industry is part of the crisis because natural gas and oil operate much like twins under almost entirely mutual parents.

A noted example of this running fight against the consumer occurred when the natural gas (oil) industry tried to get the Federal Power Commission to remove controls from the interstate price of natural gas. The FPC said no.

The industry went to the U.S. Supreme Court and argued that FPC policies were stifling exploration for new supplies of natural gas. The high court ruled in 1968 that the market regulation of the FPC was fair.

There is a remarkable coincidence here: The natural gas industry reported increases in its reserves every year until the Supreme Court's adverse ruling. Every year since 1968, America's natural gas reserves have been declining, and therefore more costly to the consumer.

Moral of the Story

Perhaps the most discouraging aspect of this dismal history is that at the conclusion of the first "cry wolf" in 1920 it was proposed in Congress that a federal oil and gas corporation be established.

Such a corporation would buy oil, explore for oil, etc., and put the government into the oil business. In this way, the government would not be helpless before data controlled by the major oil companies.

While the corporation proposal has surfaced periodically through the years, it has never really attracted great enthusiasm in Congress.

It leads a person to wonder whether the situation is a measure of oil strength in Congress or a measure of Congressional interest in oil.

The Teamster Workshop:

Something for Everyone

IT'S IMPORTANT for Teamsters at every level of the union— from local union hall to joint council to state and area conferences—to learn about the facilities available at the International Union to aid them in servicing the members.

Staff personnel from the Ohio Conference of Teamsters showed that they understood that last month when many of them attended the week-long Teamster workshop, actively participating and enthusiastically asking questions of speakers about the union whose members they serve.

They joined 23 local union officers for the March 3-7 Washington, D.C. session, the 22nd of its kind.

The agenda for the group was the same one that has proven so effective over the past two years with other workshop participants.

Addressing the group during the week were Sven Kraemer of the Republican Policy Committee, a regular speaker at the sessions, and Landon Butler, a deputy assistant to President Carter, from the White House staff.

Kraemer addressed questions relating to America's domestic and foreign policy, while Butler acquainted the group with his activities as a member of the White House staff, by going through a typical day's agenda and giving participants a behind-the-scenes view of the variety of challenges that arise in working for the President.

Attending the five-day session, held in Washington, D.C. last month, were: Business Agents Eugene Meneghini and Tom Sever from Local 30, Jeannette, Pa.; Business Agents Dick Henry and Howard Rush from Local 150 in Sacramento, Calif.; President Butch Copeland and Business Agent Lenny Moore, both from Local 166, San Bernadino, Calif.; George Lyons, a business agent from Local 200, Milwaukee, Wisc., and Vice President Robert Frindt from Local 336 in Cleveland, Ohio.

From Local 657 in San Antonio, Tex., came President Raleigh Mull and Office Manager Ora Lee Mull, while Local 730 in Washington, D.C. was represented by Business Agent James Collins.

From Local 773 in Allentown, Pa., came Vice President Robert McDonald, Trustees Donald Hartzell and Robert Seng, and Business Agent Howard Hontz.

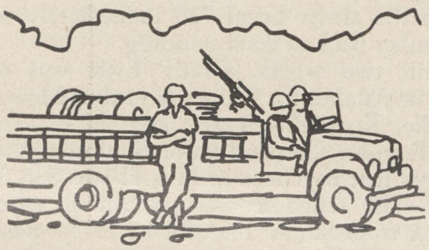
Traveling down from Canada were Secretary-Treasurer Barny Beacroft and Business Agent Jim Shaw from Local 879 in Hamilton, Ontario; and Walter Dressler, president of Local 914, from Winnipeg, Manitoba.

From Local 988 in Houston, Tex., came Business Agent Joe Canales, while representing Local 1199 from Cleveland, Ohio, were Trustees Nelson Perrin, Roy Boehne and Tommy Miller.

From Local 507 in Cleveland, Ohio, came Secretary-Treasurer Jackie Presser, who also is an International Union vice president and vice president of the Ohio Conference of Teamsters.

From Cleveland, Ohio, members of the Ohio Conference of Teamsters staff attending the early March session included: Susan Dritz, safety and health director; Joseph Knight, director, Retiree Division; Paul Locigno, research director; Mike Pruitt, community relations director; Karen Zelman, family services bureau director; and Business Representatives Richard Collinson, Bob Moody, Sam Stintsman and Andy Suckart.

Soldier Driver



There was rain for 18 days. Grady Evitt, a Georgian, had never seen so much water fall from the sky. It had begun raining the gray morning the troopship arrived at Marseille, France, in October, 1944.

Evitt received his wire truck, a 3-quarter-ton Dodge, from the motor pool. He took his place in line as the 100th Signal Company began creeping northward up the Rhone River valley. They were moving toward Germany. To fight the Nazi.

Grady's truck carried seven men and 20 miles of telephone line. He, the assistant driver, and the sergeant-in-charge rode on the open seat. The same tarpaulin that covered the machine gun mounted behind them also helped protect them from the deluge. The other four members of the crew huddled beneath a tarp laced over the huge reels of wire.

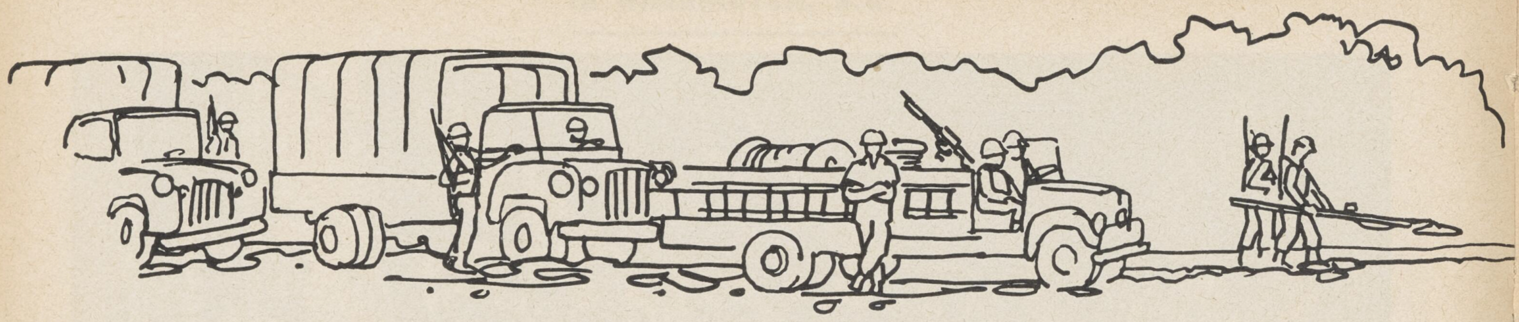
There was one thing about the rain. It meant they could travel in daylight because the German air force was grounded. But the pace was slow. Up ahead, the army engineers were sweeping the road for land mines.

Evitt was 31 years old and the land mines scared him. Once the engineers had failed to detect a mine. Later, a truck rolled over the 11 pounds of German TNT. A tank had to shove the unrecognizable wreckage off the road. From that moment, Grady labored to keep his front wheels in the track of the truck ahead.

The route never varied. The narrow road, like nearby railroad tracks, always hugged the banks of the Rhone River. Occasionally the rain would cease for an hour or so. The sun would cast a sparkling glow over the rich wine valley famed for its Beaujolais. In the distance, families would move about quaint old farmhouses to do chores before the rain resumed.

Once, near the town of Avignon, Grady Evitt observed a man and his sons trying to dislodge an ancient wine truck from the mud. The vehicle was an enormous cask on wheels. Grady could have pushed them free in a moment but he dared not leave the line. The 7th Army was not stopping for anything.

Every nightfall, the signal company caravan would



pull into a field. It was during these times that Grady, wet and miserable, felt like he had been an army truck driver since birth. Actually, it had been only about 23 months.

He had been a member of Teamster Local 728 in Atlanta only three months when drafted by Uncle Sam in late 1942.

One night the signal company pulled off the road into an inviting green field near the village of Le Teil. They had heard artillery during the afternoon. Grady Evitt was as worried as anyone else. So was the company commander.

The captain, perhaps impressed by Hollywood war movies as a youth, called the wire crews together. The captain declared: "I got you all over here. I'm going to try and get you back."

That was all right with Grady. Unbeknownst to the captain, the field where the trucks were parked—where the men were standing—had been mined by the retreating Germans. Miraculously, none of the mines had been exploded. A sharp-eyed corporal discovered the danger. Everybody had to stay put until the engineers came to sweep the field.

Grady Evitt remembers the evening for another reason. His crew later managed to find space in a hayloft for the night. The first thing they noticed was a German grenade set on a rafter. Nobody touched it.

A young soldier from another crew came into the barn, saw the grenade, picked it up and rushed to inform a lieutenant: "Hey, lieutenant! Look what I found!"

The lieutenant was smart. He said, "Get that damned thing out of here!"

When the days of rain finally ended, the 100th Signal Company began driving at night. They probed their way through the countryside with slitted blackout lights. Never exactly sure where they were. Or what was ahead.

There came a time when Grady Evitt's truck was alone in the war. The crew was laying telephone line between command posts. Traveling unfamiliar roads in a hurry. Wondering where the Germans were. Having to pause at forks to use the ladder and string wire from tree to tree over the road.

Days turned into winter months. By the spring of 1945, the Americans were deep in Germany. Grady Evitt entered an army hospital in Heidelberg for surgery. While he was there, General George Patton was brought in with a broken neck suffered in an accident between his sedan and a truck.

Patton, a victim of whiplash, lay paralyzed for two weeks. Then he died. Funeral services were held in a Heidelberg church. Patton's casket was carted on a half-track to the train station for burial in Belgium. Grady Evitt, convalescing from surgery, stood on the street and watched the procession slowly pass soldiers posted at attention along the route.

The ceremony impressed Grady. It was another sign the war was coming to an end.

Grady was discharged from the United States Army in March, 1946. He was one of thousands of Teamsters Union members returning to civilian life after military redballing through mountains, jungles, deserts and plains.

Grady, like the others, returned to his local union in Atlanta. He paid one month's dues to cover his three years in the army. Local 728 immediately certified him as a member back in good standing.

Within two weeks, Grady Evitt was driving city cartage in Atlanta for Huber & Huber Motor Express of Louisville, Kentucky. Years later, H & H sold out to Smith Transfer Corporation of Staunton, Virginia.

Grady's first paycheck at H & H was $36 for 54 hours' driving. The schedule was six 9-hour days. His final paycheck from Smith Transfer in 1975—nearly 30 years later—was $358.16 for 40 hours' work. Evitt still has the check stubs for both payments made under Teamster contracts.

Throughout the intervening years, Grady usually drove a straight truck to make deliveries in the Atlanta metropolitan area. There were 15 drivers with the company in 1946. When Evitt retired, there were 115 men driving out of the Atlanta terminal.

Atlanta was Evitt's hometown. Knowledge of the city's street system made the work easy. He delivered hardwood flooring, cowhides, DDT powder—everything imaginable so long as it was in large lots—to warehouses and construction sites.

While Grady never served as a shop steward or ran for union office, he made his contribution as a member. He attended all the meetings he could. As he puts it today, he wanted the chance to voice his "two cents worth" on subjects that interested him greatly.

He believed in the union contract and saw its value increase as the decades passed. When he originally became a Teamster in 1942, the collective bargaining agreement was bare bones. It guaranteed three cents a mile, job security, and little else.

Until the mid-50's, Local 728 was somewhat independent in character. Then the membership voted to join the new Area Conference called the Southern Conference of Teamsters. They took the action because Atlanta drivers were making 30 cents an hour less than Teamsters who enjoyed the SCT affiliation in Chattanooga and Knoxville, Tennessee.

When the next area-wide contract was negotiated, Grady Evitt and his brother drivers from Local 728 received a great gain. The contract talks brought pay for Atlanta drivers to parity with those in Tennessee; that was the initial part of the agenda. Bargaining on the remainder of the contract added another 15 cents to all the Teamsters under the SCT area agreement.

EVERY LOCAL UNION in the land has members who, because they are ambitious hotheads or quiet thinkers, disagree with the leadership. Grady Evitt is convinced of this fact and, himself, often served as an opponent of the elected officers.

But his style was constructive. As Grady Evitt explained it recently: "Regardless of what a person thinks about what goes on in the union, you don't win by jumping up and pulling out of the union. You win by staying in and fighting for what you believe."

By this period of his life, Grady Evitt had become a fiscal conservative. He was one of those members who, whenever the subject of expenditures came to the meeting floor, wanted to avoid heavy outgo of union monies. So he would get up and speak his piece. Then he would sit down and vote if it came to that.

Once there were some drivers at H & H who wanted to go in an unreasonable direction. A small group was unhappy over some private grudge with a business agent. One thing led to another and they started circulating a letter to "get out of the union."

They came to Evitt and made their pitch for him to sign. Grady said no thanks, but he wasn't going to sign something with which he couldn't agree. He said he would do his complaining, if any, in the union meeting.

The knot of dissatisfied drivers left him alone after that. Eventually their grievance was corrected when the leadership became aware of what was happening.

Grady found through the years of driving that the condition of complaint was not uncommon. There was always some guy ready to file a grievance "at the drop of a hat." More often than not, the complaint was found to be frivolous.

Only once did Evitt file a grievance. That occurred when management bypassed him on the seniority list regarding a choice driving job that came up on the board.

RESPECT FOR THE DOLLAR was ingrained in Grady Evitt as a youth. His father worked for the Southern Railroad, had a stroke and was forced to retire after 28 years on the job. The misfortune happened as the Great Depression commenced in 1929.

Grady became almost the sole support for the family; there were three sisters and no brothers. He dropped out of school after finishing the 7th grade and went to work. His jobs were varied. Everything from driving an ice truck to hauling coal and delivering milk.

Eventually Grady moved into construction work. For a time he was a member of what was then called the Hod Carriers Union. He worked as a helper on housing projects, government buildings, and so forth.

Then came the Works Progress Administration. It was a federal program designed to improve the nation's communities while providing work for the millions of unemployed men in America. Evitt got a job hauling rock for the WPA.

In those days, so-called 'snatch dumps' were used for such work. The vehicles hauled about a yard of gravel. Grady Evitt laughs about it today:

"You would back the truck and put your brakes on while pulling the latch—so that the load would fly off the rear. If you didn't pull the latch at the right moment that you stopped, the front end of the truck would go up in the air. The bed of the truck actually dumped, but it needed the extra momentum of the sudden stop. You had to have good timing. If the front end went up in the air, two or three guys would have to climb to the front end so their weight would pull the machine back down."

After years of construction work, Grady got employment with Dealers Transport Company in August, 1942. The firm transferred army trucks on a government contract. Dealers Transport used only union drivers and Evitt joined Teamster Local 728. Crews of drivers drove convoys from Atlanta to army depots in Mississippi, Alabama, Florida and even Staten Island, New York, where the trucks would be ferried overseas.

Then Grady Evitt found himself drafted for military service. The army looked at his record as a truck driver and assigned him to Fort Jackson in South Carolina. They gave him a truck to haul groceries in and garbage out.

* * *

A PHYSICAL EXAMINATION *in 1953 revealed to Grady Evitt that he had diabetes. He managed to control the disease with proper diet and so was allowed to keep driving. Federal law governing common carriers would no longer permit him to drive a truck, however, when he began to need insulin at the age of 60.*

Although Grady retired early and involuntarily, he received the full union pension because of his disability which also was recognized by the Social Security Administration. The two pensions provide a comfortable income for Evitt and his wife, Helen.

The years of war and hard work, however, had not fully prepared Grady Evitt for the tranquility of retirement. Three years after he stepped down from the truck cab for the last time, he had a heart attack. He suffered a second attack a year later.

So Grady Evitt takes it easy today, reads about politics in the newspapers, and strolls to the nearest shopping center now and then. He watches television in the evening. He frankly admits to pampering his heart.

Grady remembers fondly his years as a Teamster. He looks upon unionism somewhat differently from many retirees:

"Union membership is something a person needs. They not only need the fellowship of the other members, but they need the benefits that are much greater now.

"There wasn't many benefits when I came in compared with what there are now. Back in '42, all a member had was some life insurance. There was no pension. No sick benefits and so on. The biggest gains have come in the past 20 years."

As for the future of unions, Grady Evitt has this opinion: "Union members are going to have to stick together in the Southland and realize their benefits—because the non-union will keep pushing them."

The 1980 Easter Seal Telethon

. . . Teamsters Were There

AS MOST TEAMSTERS received their April issue of *International Teamster,* the national Easter Seal telethon had just aired coast-to-coast (March 22-23) from Hollywood, Calif.

Teamsters from across the nation participated wholeheartedly in this, our second year with the telethon.

Those of our members who had already sent in their donations had their contributions acknowledged on the national and local segments of the program in most cities.

Those who were prompted to call in their pledges by watching the telethon undoubtedly shared in the anticipation and healthy pride everyone felt as the toteboard totals rolled higher and higher.

While contribution totals weren't ready as this issue of our magazine went to press, we will bring you the details of the Teamsters' contributions to this fund-raising effort in an upcoming issue of the magazine.

For those who never quite got around to sending in their donations, but concluded watching the telethon with the thought, "Gee, I wish I'd called in my pledge," it still isn't too late. Teamsters wishing to add to the funds that make the National Easter Seal Society's work possible can send their donations to:

The National Easter Seal Society
2023 West Ogden Avenue
Chicago, Illinois 60612

EASTER SEAL TELETHON
MARCH 22 - 23

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

HIGH COURT AFFIRMS WORKERS' RIGHT TO A SAFE JOB SITE

THE UNITED STATES Supreme Court, in a unanimous decision, recently upheld a federal regulation giving workers the right to refuse to perform tasks they believe may place them in danger of death or serious injury.

The high court's decision in *Whirlpool Corp. v. Marshall* was hailed as a major victory by the Occupational Safety and Health Administration. Assistant Labor Secretary Eula Bingham called the ruling: "An unequivocal signal to employers and workers alike that the law protects employees who refuse to work when forced to choose between their jobs or their lives."

The case arose in July 1974 when two maintenance workers at Whirlpool's Marion, Ohio manufacturing plant refused to step onto a steel mesh screen suspended beneath overhead conveyor belts. The screens were designed to catch falling parts, and maintenance employees were required to remove the parts and spread paper to catch grease drippings. A series of accidents had occurred on the screens, including one only 12 days earlier in which a worker fell through the screening some 20 feet to his death.

After the two workers refused to go onto the screens, they were dismissed for the day, written reprimands were placed in their employment files, and they lost the pay for the remaining six hours of their shift.

A Department of Labor regulation recognizes that workers have no general right to walk off the job because of potentially hazardous conditions at the workplace. However, the regulation protects a worker who refuses to expose himself to a dangerous condition if:

- The employee reasonably fears death or serious injury;
- The situation is so urgent that there is insufficient time to eliminate the danger through regular enforcement channels, and
- When possible, the employee has sought, and been unable to obtain, a correction of the dangerous condition by the employer.

When the Secretary of Labor sued under this regulation to recover the two employees' lost wages and have the reprimands removed from their files, Whirlpool contended that the regulation was at odds with the intent of Congress when it passed the Occupational Safety and Health Act in 1970.

Justice Potter Stewart, writing for the Court, rejected this argument, saying the regulation "clearly conforms to the fundamental objective of the Act—to prevent occupational deaths and serious injuries."

Justice Stewart added that it would be improper to interpret the Act "as prohibiting an employee, with no other reasonable alternative, the freedom to withdraw from a workplace environment that he reasonably believes is highly dangerous."

While "such circumstances will probably not often occur," the Court found that employees facing a situation similar to that of the two maintenance employees are protected from discrimination. Placing a reprimand in the personnel files of these employees clearly was contrary to the regulation.

The Court did not decide whether Whirlpool must pay the two employees for the six hours lost time. While the back pay is certainly at issue in this case, the district court dismissed the complaint without deciding on the appropriateness of back pay as a remedy, and the appeals court expressed no view on the matter. Therefore, the Court is remanding that question back to the district court level.

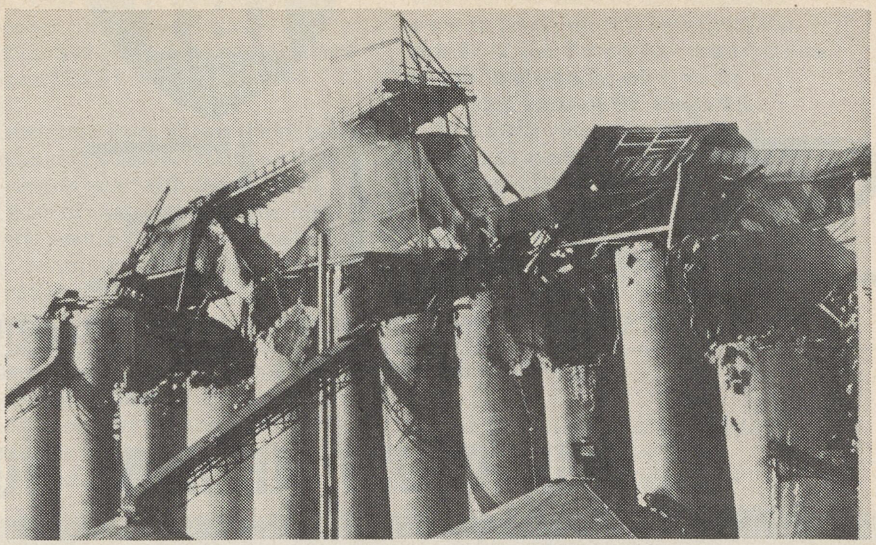
The Court's decision confirmed a worker's right to protect himself from an imminent hazard. Many Teamster contracts have provisions protecting workers who refuse to drive unsafe equipment or perform unsafe tasks. But millions of American workers don't have the protections of a labor union agreement. This ruling affirms what most people have known all along; you can't put a dollar value on human life.

UPS Sues to Stop Vehicle Writeup Regs.

Just as *International Teamster* went to print, the United Parcel Service, Inc., filed a motion with the D.C. Circuit Court of Appeals, asking the court to overturn the new vehicle inspection and maintenance regulations scheduled to take effect April 1, 1980. UPS also asked the court to stop the new regs. from going into effect, pending this appeal.

The IBT has asked to intervene in the suit, and plans to fight the UPS attempt to obstruct this important and necessary rule. Drivers have a *right* to know the condition of their vehicle *before* they take it out on the road. The UPS suit is an attempt to deny that right.

AN EXPLOSIVE SITUATION



THE Occupational Safety and Health Administration (OSHA) has announced that it will conduct informal public hearings on the safety and health hazards found in grain handling facilities. Hearings are scheduled in three locations:

- ★ Superior, Wisconsin—April 15-17
- ★ New Orleans, Louisiana—April 22-24
- ★ Kansas City, Missouri—April 29-May 1

OSHA is considering the need for a health and safety standard for such facilities. Most people are aware of the tremendous hazard posed by dust explosions in grain elevators. Not so well-known are the health hazards posed by employees' exposure to grain dust, airborne mold and fungi, pesticides and fumigants.

The hearings have been called to gather firsthand information in three areas:

- Experience with explosives, fires, health problems caused by dust, chemicals or pesticides.
- Measurements of the levels of dust and chemicals present.
- The degree and nature of company response to recognized safety and health hazards.

Anyone wishing to make a statement at one of these hearings should notify OSHA by March 24, 1980. Persons who miss that deadline may still be able to appear at the hearings, but only if time allows.

To participate or receive further information contact:

Mr. Tom Hall
Division of Consumer Affairs
U.S. Department of Labor—OSHA
200 Constitution Avenue, N.W.
Washington, D.C. 20210
(202) 523-8024

PUSH/PULL ON TRUCK SAFETY

IS IT possible to take a step forward and a step backward . . . at the same time? That's what the U.S. Senate did last month during consideration of S. 1390, the proposed "Commercial Motor Vehicle Safety Act of 1979."

The step forward was Senate passage of S. 1390. As SHIELD Section readers will recall (International Teamster, August, 1979), the bill, introduced late last year by Sen. Charles Percy (R-Ill.), gives a new authority to the Secretary of Transportation to levy civil penalties for violation of federal safety and health regulations. It also provides protections for employees who refuse to drive unsafe vehicles or who report safety violations.

The IBT has strongly supported S. 1390 from its initial drafting stages through Senate passage, and continues to work for its passage in the House. But the numerous beneficial provisions of the bill are all but canceled by an amendment placed in the bill the day it passed the Senate.

The amendment sets national minimum weight and length limits for all interstate highways. Among other things, it mandates gross weight limits of no *less* than 80,000 pounds and overall vehicle length limits of no less than 65 feet.

The IBT is in favor of uniform weights and lengths, but only in a manner which provides adequate room for the power unit. Many of the problems drivers encounter today (cramped cabs, improper placement of 5th wheel, excessive steering axle loads) are the direct result of state length laws which create an economic incentive to "shrink" the room occupied by the tractor.

The weight and length amendment attached to S. 1390 neither addresses this problem *nor* establishes uniformity. By mandating a 65 foot overall length without setting a limit on the size of the trailer, the amendment does nothing to ensure adequate space for the tractor.

Further, by setting *minimums* rather than *maximums* on weight and length, states are still free to set differing limitations.

Testifying before the House Public Works and Transportation Subcommittee on Surface Transportation, IBT Safety and Health Director R. V. Durham expressed General President Fitzsimmons' grave concern over the effects of the Senate amendment.

Durham said: "The current Federal regulatory scheme provides an economic impetus for a carrier to use a power unit which occupies as little space as possible. The amended version of S. 1390 does nothing to remove this economic incentive, and in fact, worsens the problem considerably by requiring many states to abandon their adequate regulations."

Durham explained how a proposed IBT amendment would provide for uniformity while solving the tractor space problem. We believe several representatives are considering introducing such an amendment. Any differences between a House version and a Senate version of the bill will be resolved in joint conference.

EARTH DAY '80

Ten years ago, Americans, unionists among them, stopped in unison one day, looked at the shape this country was in ecologically, and committed themselves to cleaning up the pollution that was endangering our lives, ruining our atmosphere, poisoning our waters, and despoiling our soil.

On April 22, 1980, Americans will pause again, and this time we should have more to cheer about.

For during the seventies, because of that commitment, we have succeeded in eliminating some of the most flagrant abuses endangering our land and our health.

In the past decade, Americans awakened to the fact that we have only one Earth—and we had better take care of it.

Across the country on April 22, Americans will celebrate the accomplishment of turning almost certain ecological disaster into an incentive to turn things around.

The past decade has affected our lives in many ways. Not only are our great rivers—like the Hudson and the Potomac—being restored to economic and recreational productivity, but there have been great changes everywhere.

Our air, once a serious health problem in many cities, is growing cleaner.

We are now alerted to previously unrecognized threats from products, by-products and refuse from our society. Re-cycling, energy conservation and the use of renewable resources are gaining ever-growing acceptance.

More thoughtful growth policies are helping resolve some of the conflicts between development and preservation.

Our workplaces are becoming safer and healthier. Indeed, the environmental movement has even produced vast numbers of jobs and stimulated increased economic activity.

The achievements of the 1970s make developing programs for the 1980s all the more difficult and challenging, not just because there is so much left to accomplish—but because the decisions of the new decade will be more complex and require recognition of other social concerns, which may involve real or apparent conflicts.

We have proved what can be done. Now we must make sure those goals are not cast aside for short-term and often illusory benefits. From coast to coast and around the world celebrations of Earth Day '80 will prove that the environmental ethic is strong and that it is, in fact, a lifestyle.

Celebrations already are taking shape across the nation: citizens will greet the sun atop Cadillac Mountain, Maine, as it begins its Earth Day '80 journey across the continental United States; the New Jersey Symphony Orchestra will mark the tenth anniversary of New Jersey's environmental protection agency at the end of an Earth Day '80 fair in Jersey City's Liberty Park and field trips will be conducted along the Jersey shore in conjunction with "Year of the Coast" activities; a turn of the century theatre, saved from destruction in downtown Memphis, Tennessee, will host an openhouse and show environmental films; conservation organizations in the St. Louis area will hold a conference on wildlife for community residents; Fresno, California, will be the site of a forward-looking national recycling conference, and University of Hawaii students will join with state citizens groups to hold a full day of activities which include workshops, tree-plantings, and concerts.

Teamsters can get involved by joining in those activities already planned or by thinking of their own ideas to involve our members in remembering how important our environment is to our lives.

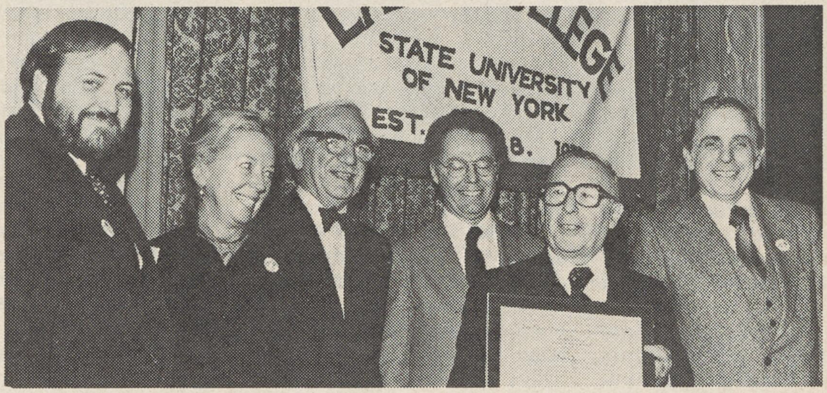
The Teamsters' safety and health department at headquarters has your safety concerns in the workplace and behind a truck cab foremost in mind constantly and is working for you with government agencies.

But over the past decade, consumers themselves have proved that citizen action is often the quickest way to get things done.

Conservation of resources and the enhancement of the environment are not just moral responsibilities; they also make good sense. Sound environmental policy doesn't just conserve natural resources, it also significantly reduces social burdens and economic costs.

Help focus the world's attention on the need for continuing what a remarkable decade started. If you'd like more information about events planned nationally for Earth Day on April 22, write EARTH DAY, '80, 1638 R Street, N.W. Washington, D.C. 20009.

ACTIVE IBT LOCALS



NEW YORK, NEW YORK

Local 210 Officers Honored by Labor College

Honoring two of its own, the Alumni Association of the Labor College of New York also honored two of the IBT's own—Joseph Konowe, a general organizer for IBT Local 210 and William Cohen, president emeritus of the N.Y. Teamster local.

Both men were honored at the college's annual award presentation dinner late last year.

Konowe earned his bachelor's degree from the Labor College in 1974 and his masters from Pace University in 1978. He has been in recent years a substitute teacher and lecturer at Empire State College and Pace University and a visiting lecturer in labor studies at Cornell, Princeton and Columbia University in his spare time.

Cohen, a longtime leader of the N.Y. local, currently is an arbitrator and mediator as well as a lecturer for various institutions. He has taught for the Labor College and Pace University Graduate School and served as a visiting lecturer at the Teamster Institute. He received his bachelor's degree from the Labor College in 1974 and his masters in 1977 from Pace. In 1977, he also won the Maisano Award for outstanding scholarship.

Both men currently are lecturing in an IBEW Local 3 apprentice program at the Labor College, helping with the basic training of apprentice electricians.

1. *Congratulating Bill Cohen, president emeritus of Teamster Local 210 are, from left: Dr. Richard Dwyer, dean of the Labor College; Dr. Lois Gray, associate dean, ILR Cornell University; Dr. Harry Kelber, professor at the Labor College; Cohen, Dr. James Hall, Empire State College; and Bernard Rosenberg, president, Labor College Alumni Assn.*

2. *Here, Konowe displays his alumni achievement award.*

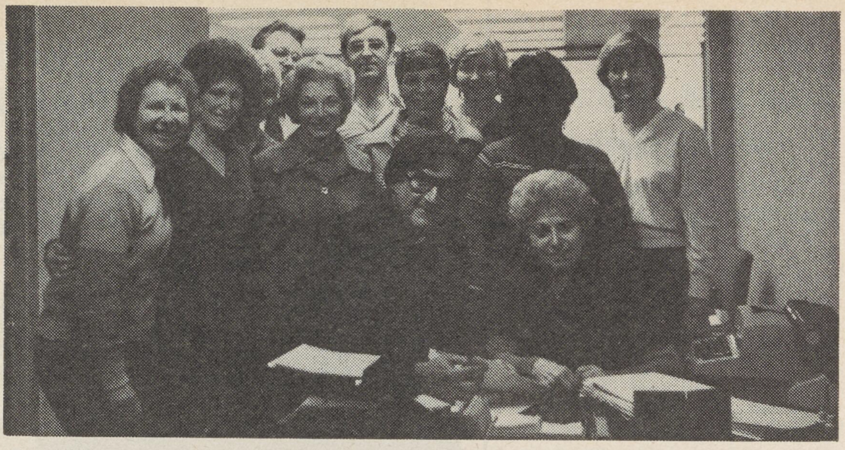
PHILADELPHIA, PENNSYLVANIA

Longtime Emery Teamster Takes Retirement

When Local 161 member Helen Kelly decided to take retirement from Emery Air Freight Corp., Folcraft, Pa., recently, her coworkers and fellow Teamsters threw a party in her honor. Shown here presenting Kelly (center) with an honorary withdrawal card are Arthur "Bud" Duckenfield, secretary-treasurer of the Pa. local (left) and Ed Keyser, a Local 161 trustee and shop steward at Emery (right). All of Kelly's coworkers wish her many happy years of retirement.

ELMONT, NEW YORK

Teamster Local Has Its Own Chaplain



While many Teamster locals have a favored priest, minister or rabbi to call on when it's time for invocations and the like at union functions, few have what Local 282 in Elmont, N.Y., enjoys.

Members of the New York local have available the services of a nondenominational Christian Minister, the Reverend Jomer "Joe" Rand, as chaplain of their local.

Rand is a working Teamster who has volunteered his "calling" to the membership evenings and weekends. Last year alone, he traveled more than two thousand miles as Local 282 chaplain, ministering to the needs of members and their families. Hospital and nursing home visits, counseling and family visits, prayers for special needs and the cutting of governmental red tape for social problems are all among the needs Rev. Rand answers with his ministry.

He also gives the invocation and benediction at union meetings and other related union affairs and even manages to find time to visit the barns on job sites in the morning when he isn't working.

Rand was invited to initiate this unusual ministry two years ago, when Local 282 President John Cody, Secretary-Treasurer Robert Sasso and Local 282's executive board accepted his unique offer of service.

A working Teamster since 1949, Rand feels his job experience plays a major role in his ministry, enabling him to offer added comfort to members by easily relating to their problems and needs.

Rand says he eventually would like to see each Teamster local have its own chaplain. "God's business is to give us peace of mind and this means a just reward in productivity and profit for both our fellow members and their employers. The chaplain's job is to be available to let members know that God cares and is ready to help whenever or whatever the need."

Rand welcomes hearing from any other locals interested in starting their own chaplain's service. He can be contacted in c/o Local 282, 1975 Linden Blvd., Elmont, N.Y., 11003.

1. *Teamster members and employees of Local 282's Fund Office take care of the secular needs of the members' benefits, while Teamster Chaplain Rev. Jomer "Joe" Rand is available for their spiritual needs. Left to right, standing, are: Eileen Forman, Anna Luchessi, Pat Kehoe, Bob Long, Kay Russo, Frank Signorile, Ann Marotta, Doris Zimmerman, Agnes Singleton, and Cathie Halpin. Seated is Jean Weingarten.*

2. *Here, Chaplain Rand visits Teamsters working at the Shoreham Nuclear Power Plant at Wading River, N.Y. Left to right: Rand, Gene Ruggerio, Peter Norris, Don Kiesecker, Jr., and Ken McNeice.*

BALTIMORE, MARYLAND

Local 557 Retirees Are Still Active

300 Teamsters retired from Local 557 may not have to report to work every day like the rest of us anymore, but they're still proud of their Teamster ties and enjoy getting together whenever the Senior Members Club of Local 557 meets. Pictured here are the officers of the group: Trustee Tom D'Antoni, President Joseph Silver, Treasurer Thomas Clark, Recording Secretary Chester Jones, Sergeant-at-Arms Charles White and Secretary Tony Culotta.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

Chicago IBT Veteran Dies after Long Career

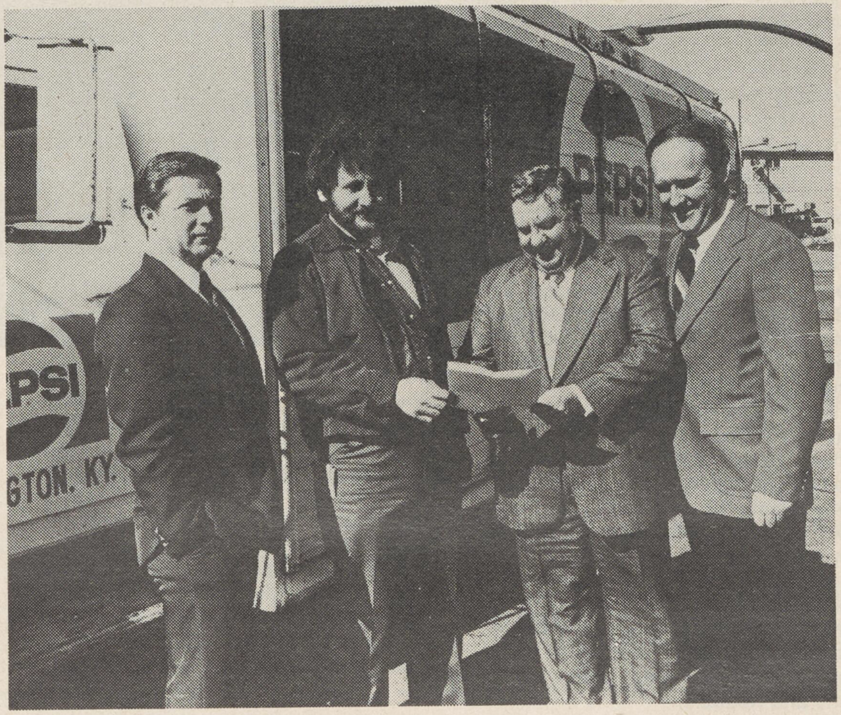
Chicago Teamsters mourned one of their own recently, on hearing of the death of Frank Kratky, for 42 years an officer of Teamster Local 705 in Chicago.

Kratky joined the union in 1930 and was elected a business representative in 1938. From 1960 until his death last November, Kratky had served as president of Local 705.

He is survived by his wife, Agnes, and two daughters.

LEXINGTON, KENTUCKY

Pepsi Employee Nets $31,000 Arbitration Win



Teamster Mike Weldi, a Local 651 member who had been fired by his employer, Pepsi Cola Bottling Co., was all smiles as he read the arbitrator's decision ordering him reinstated to his job with more than $31,000 in backpay, full seniority and compensation for lost insurance benefits. Here, congratulating the happy Teamster, are from left: Local 651 Secretary-Treasurer Ray Cash, Weldi, Local 651 President Ken Silvers and Gerald Derr, an assistant business agent with the local.

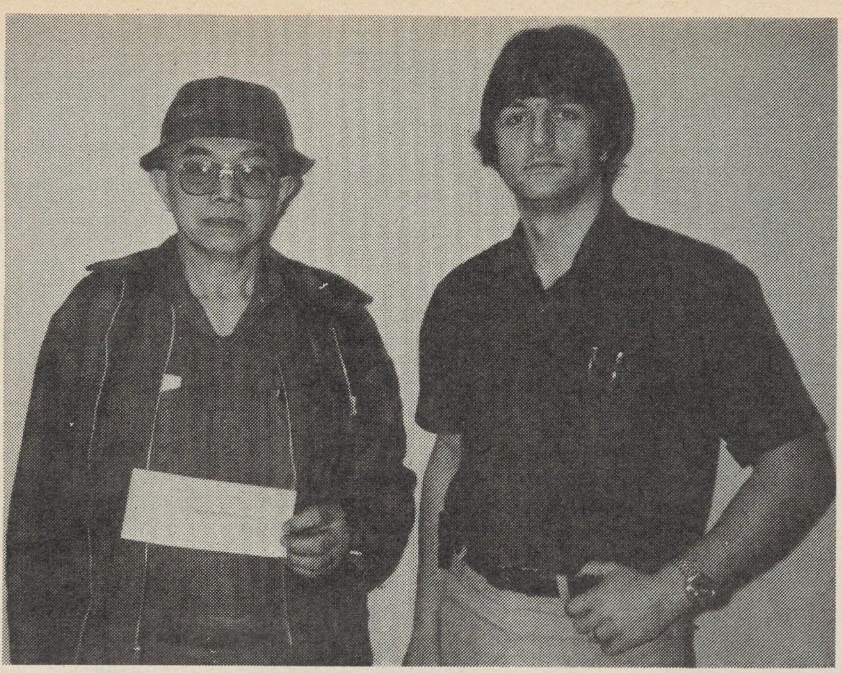
CHICAGO, ILLINOIS

Teamster Tapped To Receive Israeli Award

William D. Joyce, secretary-treasurer of Teamster Local 710 in Chicago, Ill., will be honored later this month at the 1980 State of Israel Bond Labor-Management Banquet, when he receives the prestigious Israel Solidarity Award.

The Teamster veteran, an officer of the Chicago local for the past 25 years, is being honored for his "distinguished career in the labor movement, his dedication to the improvement of his local community and for his efforts over the years in the economic upbuilding of the State of Israel" through the Israel bond program and other special projects.

The dinner, scheduled for April 27 in Chicago, is being coordinated by a committee headed by Chicago Alderman and former Congressman Roman Pucinski as chairman, with Frank Wsol, business representative of Local 710, serving as labor chairman, and Michael P. Murphy serving as industry chairman.



VANCOUVER, B.C., CANADA

Senior Citizens Have Rights Too, Employer Learns

Teamster Local 351 member Jack Gee, shown here receiving a back-pay award for $1,990.80 from Local 391 Business Agent Hugh Finnamore, recently convinced his employer, Fresh-Pak Ltd. (a subsidiary of McCains), that it doesn't pay to discriminate against those over 65. Gee's employer attempted to force him to retire at 65 recently, but a subsequent board of arbitration ruled in Gee's favor, which must be good news for scores of other senior Teamsters.

VANCOUVER, B.C., CANADA

Minimizing Cancer's Threat Is This Retiree's Goal

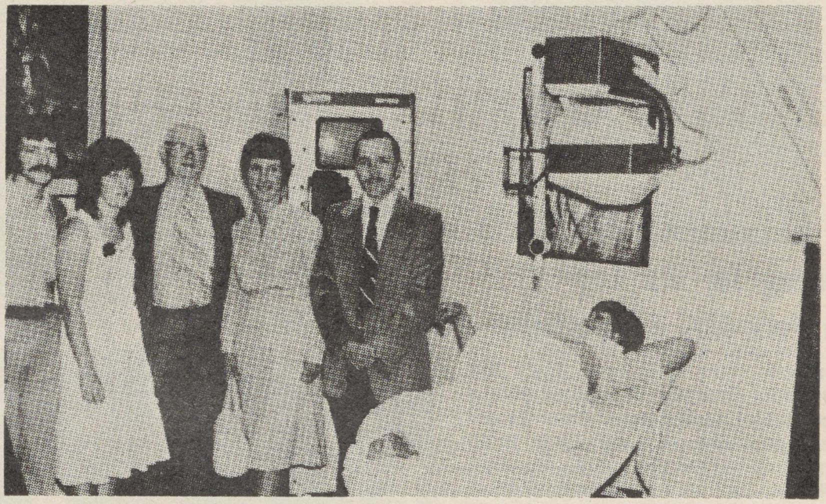
Thanks to a courageous and persistent Teamster, the Maxwell Evans Clinic of the Cancer Control Agency of Vancouver, British Columbia, now owns the latest in ultra-sound cancer diagnosis equipment.

The new apparatus, said to be highly effective in detecting cancerous tumors, was purchased with funds raised by B.C. Teamster Retiree Club member Hugh Brown.

Brown spent many hours over the last few years sitting in the halls of the clinic while his wife Sadie underwent treatment for cancer. There, they both witnessed the inadequacy of the clinic's equipment and the after-effects that sometimes accompany the standard dye-injection diagnostic techniques. Both volunteered their time and assistance to the center, even opening their home to patients who needed a place to rest before journeying to homes in outlying areas. But that wasn't enough for Hugh, who knew that better equipment was available.

With that, Brown's campaign to get the new equipment began more than four years ago, with a $10 donation from Ron Spooner, one of the clinic's staffers.

Brown opened a savings account for his "Cancer Machine Project", and for the next two years, pursued his crusade to make sure the balance grew, by soliciting donations from the Teamsters and other Canadian unions, holding raffles and rummage sales, dunning friends and cajoling businesses, only to find that by the time he'd amassed $40,000, the equipment had jumped in price by 50 percent.



Hugh Brown (at center) and family with the ultra-sound machine.

Undaunted, the Teamster went back out and collected another $27,000 to make his dream a reality.

Last summer, a ceremony was held at the clinic to mark the installation of the machine, made possible by Brown's generous contribution. A special plaque accompanies the unit, honoring the memory of Brown's beloved wife, Sadie, who died in January, 1979, after a valiant battle against the disease.

Brown is grateful to all active and retired Teamsters, especially those from Joint Council 36 and area local unions, and to everyone else who helped him purchase the new equipment, which has the capability of producing pictures of a patient's internal organs by means of ultrasound rather than X-ray.

Now, however, the Teamster has set himself a new goal. He's decided to continue soliciting funds, not only to improve the accessories for the ultra-sound machine just purchased, but hopefully to buy an additional one for the clinic's use. Any Teamsters who'd like to help can send their contributions to the Cancer Machine Project, c/o Vancouver City Savings, 4205 Main Street, Vancouver, B.C., V5V 3P8.

ACTIVE IBT LOCALS

LAS VEGAS, NEVADA

Used Paper Supplies Help Area Youngsters

Anyone who works with computers (including locals using the TITAN Teamsters' communication system) knows that in the course of normal operations, a lot of used paper accumulates. Teamster locals in the Las Vegas, Nev., area have come up with a great solution for getting rid of scrap paper. They donate it to area schools so that youngsters can use it for their art and writing projects. Here Vince Benneman, recording secretary of Teamster Local 14, talks with some children at the Helen Steward School for Handicapped Children, a beneficiary of the paper program. "Since the school district only allows so much paper for them during the year and these children waste so much since they are handicapped, we feel this is a great use for our used paper," Benneman notes. "We in Las Vegas only hope other locals around the country have had the same idea."

SPOKANE, WASHINGTON

Aiming for the Top In Fork Lift Competition

Teamster Tim Mathieson from the Roundup Grocery Company and a member of Washington State Teamster Local 582, recently spent three days, all expenses paid, in New Orleans, La., where he competed in National Fork Lift Competition.

Mathieson won the Clark-Norlift lift truck decathlon held in Spokane last fall, after competing with eight fellow fork lift operators at Roundup and winning first place in competition among 40 other fork lift operators from the Spokane area.

At the finals in New Orleans, Mathieson was narrowly edged out of the finalist group which consisted of the top 12 drivers. He placed 13th nationwide.

Mathieson's coworkers and fellow Teamsters at Roundup enthusiastically supported his effort and officers of the company presented him not only with a company jacket, but gave him time off with full pay to make the trip and picked up the tab for a night on the town for the Teamster and his wife.

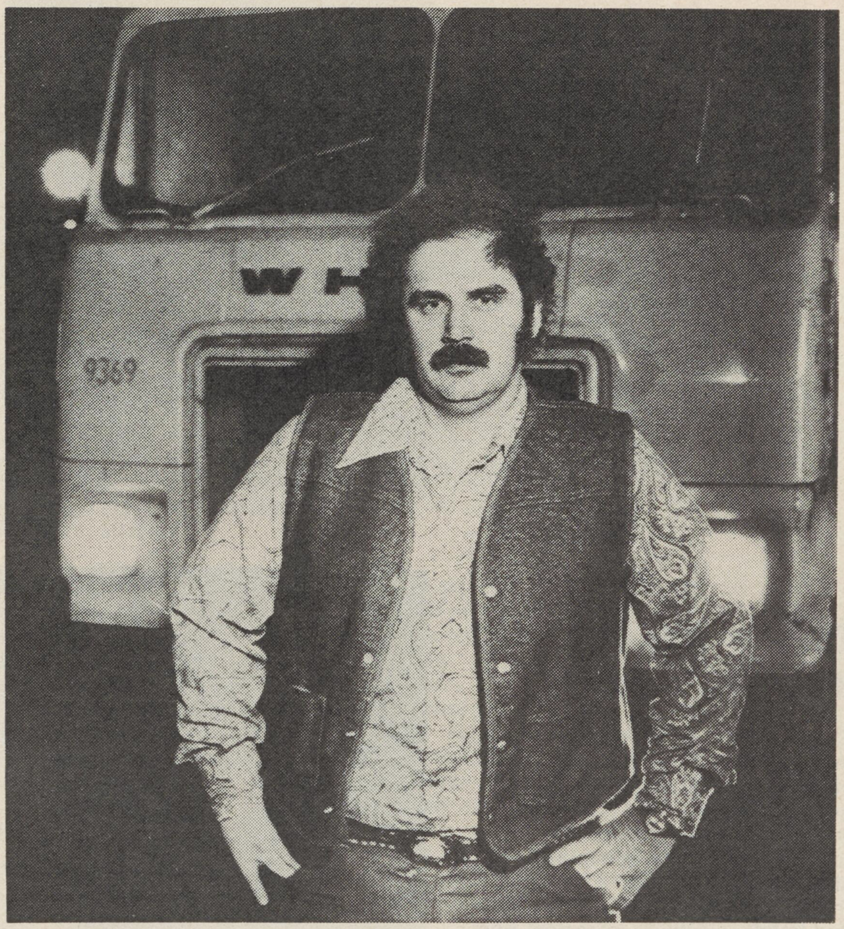
Purpose of the lift truck operators' competition is to promote driver professionalism, productivity and safety-consciousness. We'd say Brother Mathieson is a winner on all three counts.

CLARK
CLARK
NORLIFT
NEED

Fork lift competitor and Local 582 member Tim Mathieson is shown here at the competition (in forefront of picture).

DALLAS, TEXAS

A Highway Rescue, Teamster Style



Teamster Local 745 member Dick Cockrell, a Texas-style hero.

When three small-time hoods went looking for trouble at a roadside rest stop recently, they probably hadn't counted on a Teamster coming to their victim's rescue. Maybe they should have.

Kroger driver and Local 745 member Richard Cockrell had just stopped for a rest near Canton, Texas when he noticed three men trying to pull a screaming woman and two children into a car at the roadside park.

"She was screaming her head off, but nobody was doing anything," the burly ex-Marine said recently. "When I walked up, she pleaded with me, 'Please help,' and that's all it took."

Cockrell noted that one of the men, carrying a knife, warned him away, saying "Don't worry about what's going on here, just get in the truck and go on."

Well, those were fighting words for this Teamster.

The 32-year old trucker went "for him first . . . I could feel his jaw break," he said. "They taught me a long time ago where to hit a man to break his jaw."

Then a second man lunged at him.

"He caught me on the left side of the face with a punch.

"Hell, I'm 245 pounds. It didn't knock me down. He threw a second punch, but I backed off and caught his fist in my hand, then I used my left hand to pop his elbow (break his arm)."

About then, the attacker with the knife reached up from the ground and stabbed Cockrell in the leg.

"I took it (the knife) away from him and broke it," Cockrell said. "I stepped on the blade and pulled up on the handle. It wasn't a very big knife."

Cockrell added that by then the third man "seemed only half interested after he saw what was going on. I kicked him in the groin."

Cockrell was trying to calm the woman, Mrs. J. C. Allen, when he noticed one of the men trying to escape in the car.

So the Teamster let him have it again, whacking him, then yanking the key out of the ignition and tossing it away.

The man with the broken arm "was yelling that he was going to sue me and crying out for the crowd to help him," Cockrell said. "The guy with the broken jaw was crawling around on the ground like a dog and the third guy was groaning and checking to see if all his parts were still there.

"I hate to say it," said the Teamster with a mischevious glint in his eye, "but I kind of enjoyed seeing him roll on the ground, yelling and screaming after what they did."

Mrs. Allen, wife of Marine Staff Sgt. J. C. Allen, soon recovered from her ordeal enough to describe the incident. She and her children were in the family car following her husband driving a trailer as they moved from Camp Lejeune, N.C., to San Francisco.

Mrs. Allen pulled off to let her 6- and 7-year-old daughters use the restroom; unfortunately her husband did not see them and drove on.

Cockrell said Mrs. Allen told him the men said they were going to rape her and threatened to rape her daughters.

Cockrell escorted the woman to Dallas and radioed truckers down the road to locate her husband.

"When he stopped with my family, he didn't even talk about what happened," an astonished Sgt. Allen recalled. "He just said, 'Here's your family. Follow me, and I'll take you through Dallas.' "

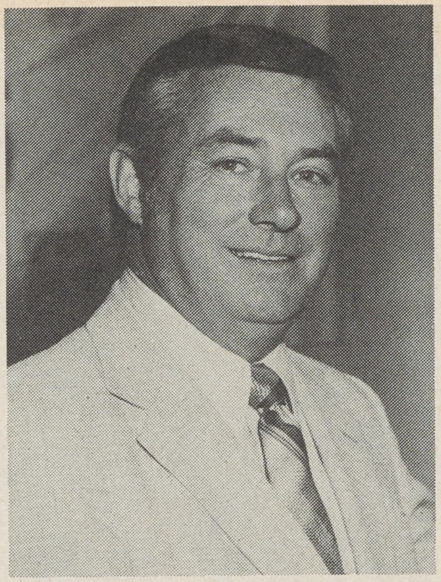
"He saved their lives; I know he did," Allen said after learning of the incident. "There were a lot of people around the rest area and he was the only one to help."

Cockrell added that he called Tyler, Tex. police who told him that the park was under the jurisdiction of the Van Zandt County sheriff's office, but he didn't call the sheriff.

"I figured they (the three men) would be long gone anyway," he said. "And so what if you do call the cops. Some judge would just let them off with a hand-spanking and tell them not to do it again. So you might as well whip them before you send them to court."

And with that, the Teamster took off down the road, working his regular routes for Kroger, as nonchalant as could be about his gallant and courageous rescue effort. The country could use a lot more men of Dick Cockrell's caliber, who *are* willing to get involved to help somebody.

ACTIVE IBT LOCALS



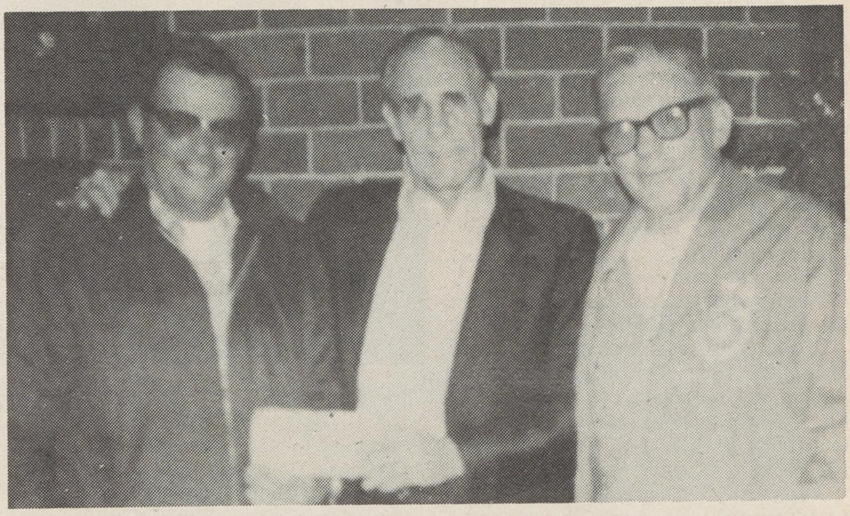
LOS ANGELES, CALIFORNIA

Teamster Leader Lauded for Benefit Service Plan

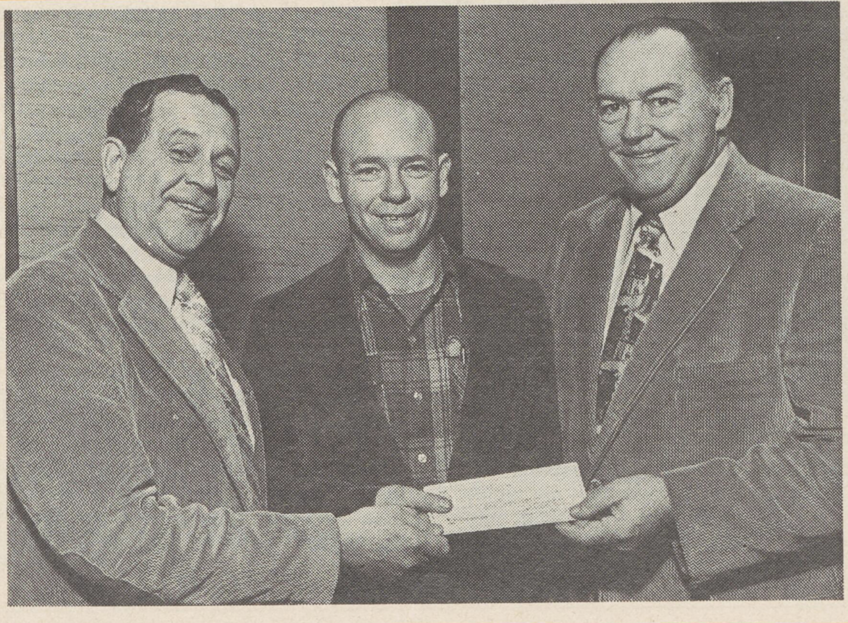
Teamsters Joint Council 42 President Michael J. Riley was recently cited by the International Foundation of Employee Benefit Plans for his exemplary service and contributions to the International Foundation. Riley recently completed a term as a member of the Foundation's Board of Directors. During his tenure, he also served on the Foundation's 25th Anniversary, Administrative Cost Study and Educational Program committees. The foundation, which has 21,000 members representing some 3,700 trust funds primarily serving workers, exists to educate persons charged with implementing various trusts.

STOCKTON, CALIFORNIA

Teamster Gets Extra Boost With Pension



Shown here presenting Local 439 member Lloyd Copp (left) with a check for $3,300.00, representing an accrued back pension award, are Secretary-Treasurer Bob Plummer (center) and Dean Kincannon, shop steward. Copp, an active member of the Calif. local for 30 years, recently had to take disability retirement from the Calaveras Cement Co. of San Andreas, Calif. There, over the course of a 25-year career, he drove more than one million miles without chargeable accident.



SEATTLE, WASHINGTON

Teamster's $5,000 Check Comes with Local's Aid

Although he opted for a new business of his own rather than return to Annnixter Pruzan after a recent strike was concluded, Harlan Treadway (center), a member of Teamster Driver Sales Warehouse Local 117 in Seattle, is $5,000 ahead, as the result of an arbitration award processed by the Wash. local. Treadway also was offered reinstatement, but decided instead to start his own business, a janatorial service. Treadway has been a member of the local union for some 10 years. Here, presenting him with his backpay award are Business Agent Jerry Cain (left) and Arnie Weinmeister, secretary-treasurer of Local 117 and an Int'l Vice President.

SAN DIEGO, CALIFORNIA

Teamsters Come Up With Miniature 'Indy'

THANKS TEAMSTERS
KEEP ON TRUCKIN...

Here a racing enthusiast stands in front of the sign painted above the Teamster miniature raceway.

Zipping around the track they go, miniature racing cars with their throttles down. The site for this weekly racing adventure is Teamster Local 542's parking lot in San Diego, Calif., and participants are the members of the San Diego Radio Control Model Car Club.

The Teamster local donates its recently paved parking lot to the 60 members of the club on Sundays for their radio-controlled vehicle races.

Bill Steele, founder of the model car organization which is part of a worldwide group of hobbyists, says the local union has gone "out of its way" to provide facilities for the car enthusiasts. "They are super people, and I just can't express in words the depth of my appreciation," said Steele, who explained that the Teamsters recently resurfaced the lot in a way that makes the place "the best model car racing track in the world."

First, he said, a three-inch asphalt coat was applied, and then sand was spread and allowed to cure. "What you have is a surface that is very similar to the consistency of sandpaper, and that is perfect for our activities," he added.

The San Diego car club is part of a movement of car enthusiasts that numbers in the hundreds of thousands worldwide. Steele said that national meets, patterned after the Indianapolis 500 and other major auto racing events, are held across the nation and in foreign lands. The races also are run with all of the rules governing regulation racing. "We have pit stops, and everything is as realistic as we can make it," he noted.

Radio-controlled cars can be purchased ready-made, with prices ranging from $250 to $500, depending on the size. They also can be constructed from kits, with prices starting at around $50.

At the San Diego Teamster speedway, racers begin revving their engines in the Local 542 lot at 10 a.m. each Sunday and run their races until dusk.

Even the local union members cooperate. Although they sometimes hold their union meetings on Sundays, "they try to wind them up as soon as possible so we can use the lot," Steele says. "Sometimes we help park cars as Local 542 members arrive."

As a thank you for the local's community-minded efforts, the racers have painted a "Thank You, Teamsters—Keep On Truckin' " slogan on the lot surface. When local TV stations film their races, as they sometimes do, this message comes across loud and clear to viewers. "That gives the local a bit of good publicity and also is a reminder to us how much they have done for us," Steele said.

I. B. OF T. C. W. H. OF A.

LOS ANGELES, CALIFORNIA

Teamsters Attend Conf. On Rights of Handicapped

Teamsters Philip Ferguson, a senior sales agent for Pan American Airlines and Local 2707 member, and Carl Spencer, a Local 2707 business representative, visited Washington, D.C. recently. There, they attended a conference convened by Mainstream, an organization whose principal objective is to provide information on the progress of affirmative action programs.

The conference, convened February 14 and 15, centered on collective bargaining agreements as they relate to affirmative action.

Here, they admire a massive copy of the Teamsters emblem, which graces the lobby of International headquarters in Washington, during a visit with officers and staffers.

CONSUMERS' CORNER

A study by the Department of Health, Education and Welfare concludes that women usually get less for their payroll tax dollar from Social Security than men.

While the Social Security system has been improved over the years, basic inequities still exist. Many of these inequities stem from changes in the woman's role in American society over the past couple of generations.

The typical family unit of forty years ago consisted of a male wage earner and a female homemaker. Social Security benefits were based on that model.

However, women now make up over 42 percent of the workforce, and more than three times as many married women work now as compared to 1940 when monthly benefits were first mailed.

The base for computing Social Security income is a worker's average lifetime earnings. This usually results in men qualifying for higher benefits because of their generally higher wages.

Women are disadvantaged in other ways as well.

In determining the "primary insurance amount," the Social Security Administration drops the lowest five earning years in a worker's record. Since many women stop for more than five years while raising a family, they are unfavorably penalized.

Women also can be hurt in that the current system may penalize a two-wage-earner family. When a couple retires (on 80 percent benefits at age 62, full benefits at 65) a spouse (usually the wife) can collect 50 percent of the husband's benefits at age 65. If the wife because of her own earnings is entitled to more than 50 percent of her husband's benefits, she gets the larger benefit. But if her earned benefits amount to less than 50 percent of her husband's benefits, her work credits have the effect of counting for naught.

However, should one spouse retire before the other, the retiree may collect on his or her own work record until the other retires. A decision then must be made about from whose work record benefits are to be drawn. The wife who hasn't worked can collect only when her husband retires.

One of the major inequities confronting working couples under Social Security is the situation in which income generated by a two-wage-earner family results in lower benefits than for a family with one wage-earner. This, even though both total incomes are equal.

For example, if only the husband is working and earning $1000 a month, the Social Security benefit might amount to $648 a month. On the other hand, if there are two wage earners in the family making a combined total of $1000 a month, the benefit would come to only $544. The Social Security Administration recognizes the dilemma and corrective measures have been proposed.

Although the number of women holding jobs is steadily increasing, there still is a substantial bloc of women inadequately covered by Social Security—the homemakers. Homemakers do not receive work credits, although some experts put a value on their functions of perhaps $12,000 a year.

Unfortunately, a homemaker whose husband becomes disabled or retires cannot collect benefits until she becomes 62, unless she is caring for a child who is disabled or under 18.

Another source of discrimination against women, who may be in and out of the workforce because of family responsibilities, are rules governing disability benefits. In order to collect these benefits, a person must have worked for a total of five years in the ten years before becoming disabled. Without enough credits, a disabled homemaker must wait to collect until her wage-earning husband retires. Disabled widows under 50 are not eligible for protection if they worked throughout their lives as homemakers and mothers.

A homemaker whose wage-earner husband dies before retirement age can find herself in additional trouble. If her children are older than 18 and she is not yet 60, all benefits will be stopped. The widow might then be forced into the job market—not a very enviable position for a middle aged woman with few or no marketable skills.

Changes have gradually been made in the system over the years, however. In 1975, the Supreme Court handed down a landmark ruling mandating that benefits be paid equitably to survivors of both men and women.

And in further responses to evolving social patterns, the Social Security Act of 1977 reduced the required number of years of marriage from 20 years to 10 for an ex-wife to share fully her husband's retirement, disability or death benefits.

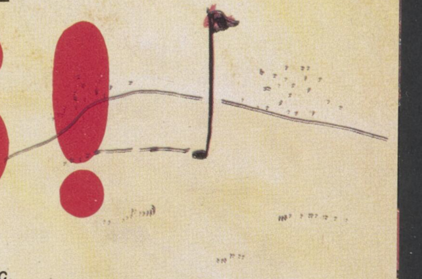
The latest HEW report, designed to stimulate debate on the subject of Social Security coverage in the hope of improving the system, outlined two possible options for accomplishing this.

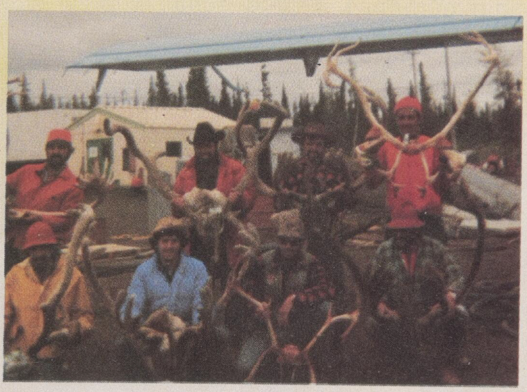
One proposal would combine a couple's earnings and then split the combined credits evenly. Retirement benefits would be based on income earned while single plus half the combined income while married. If one person died, then the other person would inherit a portion of the spouse's earning credits.

Another plan would create a two-level benefit system, whereby everyone would be entitled to a flat dollar benefit plus an additional benefit based on average wages. Here too, if one spouse should die, the other would inherit a share of the partner's earnings.

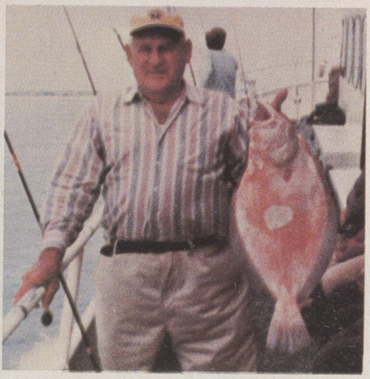
The Social Security Administration is seeking response from the public concerning Social Security coverage and benefits. To comment, call your local office of the Social Security Administration.

TEAMSTER SPORTS!



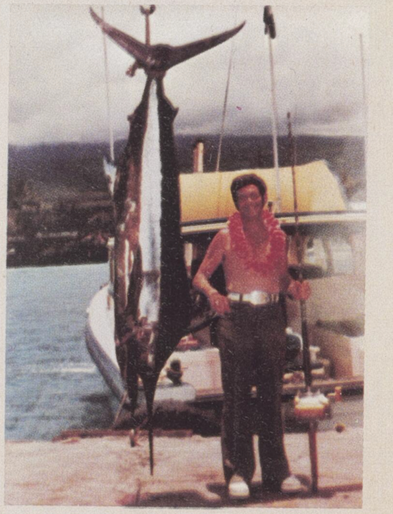


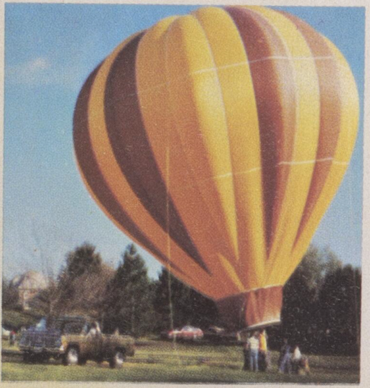
A recent caribou hunt up in Northern Quebec, Can., was a real success for Teamsters Ray, Rémi and André Titley, Pierre Sarrazin, Claude Côté and Gilles Laurin, all members of Montreal Teamster Local 106, who were accompanied on their hunt by two of Gilles' brothers. All the Teamsters are employed by Gen-Auto Shippers, Quebec, Ltd. Here they proudly display the antlers they kept as trophies of their hunt.



Teamster retiree Fred Bischoff is mighty proud of this 12½ lb. fluke, caught recently off Point Pleasant, N.J. Bischoff retired from Rheingold Brewery's Orange, N.J., plant about 12 years ago, after putting in more than 30 years on the job. A member of Teamster Local 843, Bischoff adds that now he has a lot of time for fishing and even managed to win the day's pool aboard the Norma K III with this catch.

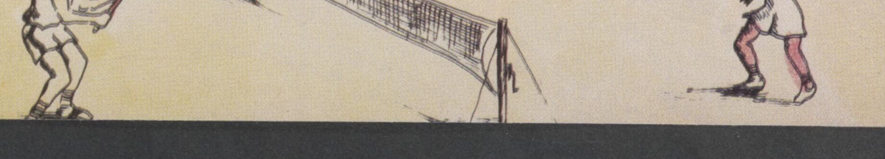
It's a proud George Myers shown next to his 8'4", 162-pound Pacific Blue Marlin caught recently in Kona, Hawaii, during a 25th wedding anniversary trip with his wife. A truck driver for John J. Meier Co. and member of Kansas City, Missouri Local 955, Myers said he landed this beauty in a record 20 minutes even though it outweighed him by 22 pounds. He had it mounted and "proudly shows it at a moment's notice," he adds.



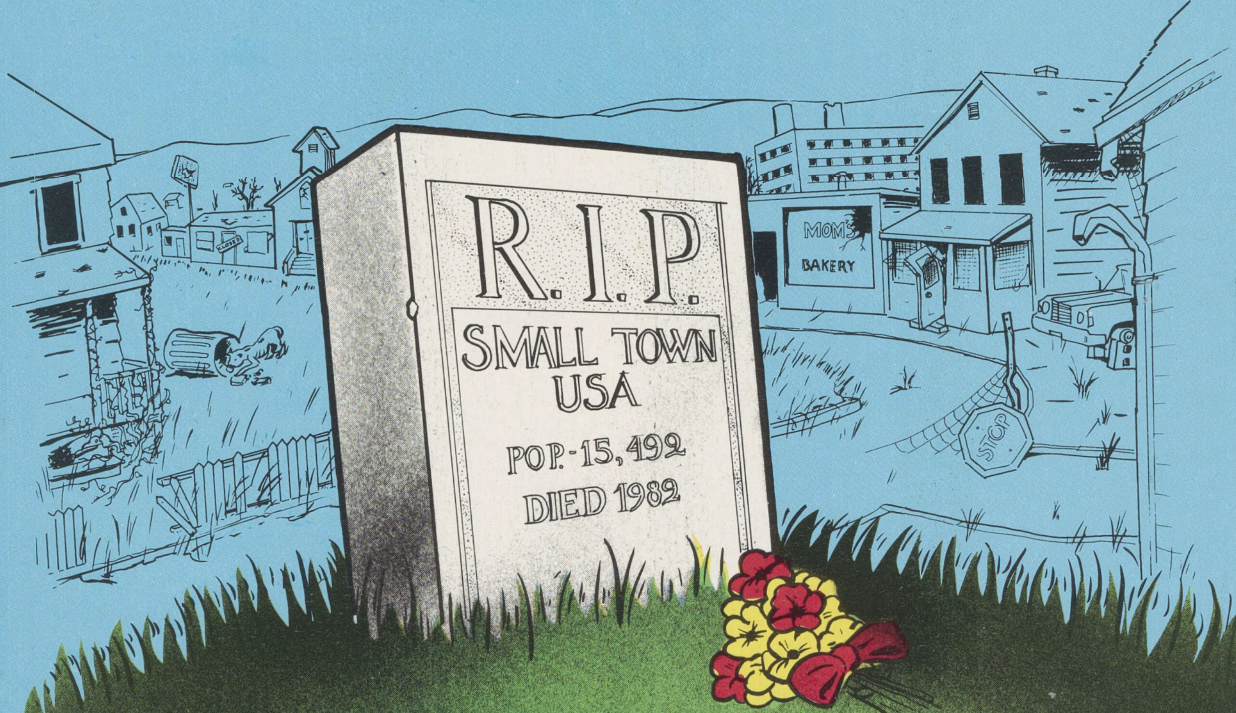


Denny R. Cattell, a member of Local 147 and driver for Briggs Transportation Co., in Des Moines, Iowa, has an unusual hobby—he's a hot air balloon pilot. Cattell says he really enjoys the sport, which is very dependent on both the winds and the weather. He annually participates in the Hot Air Balloon Championships in Indianola, Iowa, and other rallies across the country.

TEAMSTERS
8



WHATEVER HAPPENED TO PEORIA, PADUCAH AND PUNXSUTAWNEY?


R.I.P.
SMALL TOWN
USA
POP. - 15,492
DIED 1982
MOM'S
BAKERY
STOP

DEATH BY DEREGULATION

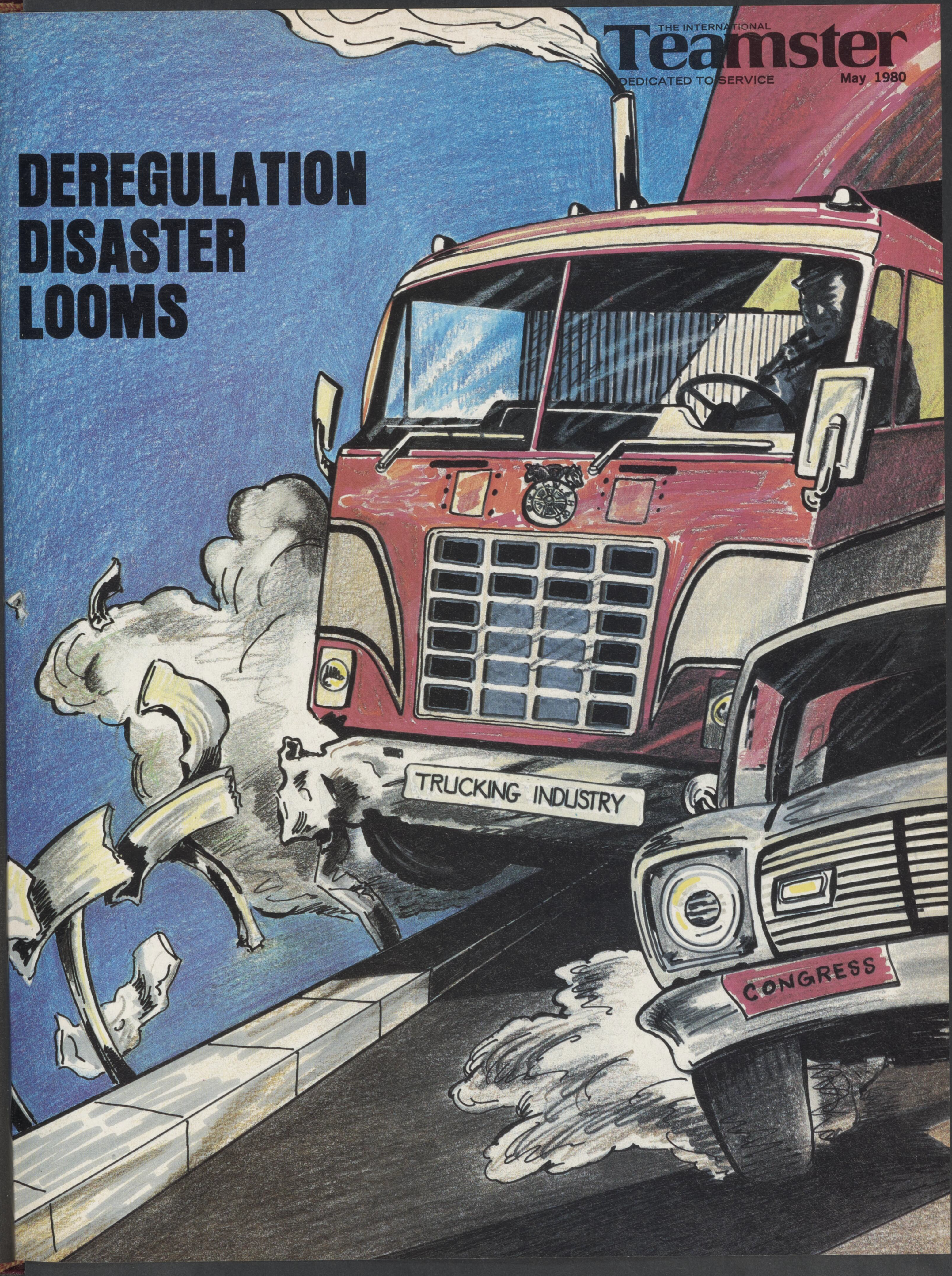
If the trucking industry is deregulated by pending legislation in Congress, many of America's smaller cities and towns will be without any reliable trucking service.

TEAMSTERS OPPOSE DEREGULATION

We have seen the loss of service to many communities brought about by deregulation of the railroads and airlines. For many towns, trucking of goods is now the only source of life.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
May 1980

DEREGULATION DISASTER LOOMS


TRUCKING INDUSTRY
CONGRESS

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

Congress seems to be ignoring the Teamster voice. Last month, in spite of warnings from the Union and its membership, the U.S. Senate voted for deregulation of the trucking industry by accepting the misguided and dangerous Cannon-Packwood legislation, S.2245.

Today, disaster definitely looms for the Teamsters unless the U.S. House reverses this action or at least amends offensive parts of the Senate version.

But if the House is going to act favorably—we must all swing into immediate action by writing our Congressmen and alerting them to the inequities of deregulation and urging their opposition when it is considered in the House later this month.

We have never understated the seriousness of the threat to the jobs, wages and benefits of our members if deregulation is implemented.

All of the obnoxious qualities that threaten our membership are incorporated in the Senate-passed legislation. The worst of our fears were realized in this bill. It contains free entry, vaguely defined as allowing entry to anyone who is "fit, willing and able."

The Teamsters along with the carriers supported an amendment to this aspect of the bill offered by Senator Warren Magnuson (D-Wash.) providing that such a person seeking entry would have to prove that his service was needed. This amendment was unfortunately defeated by a 34-56 vote.

This vote and others are listed in this issue of the International Teamster. Members should take note to see if their Senators supported or opposed the Teamster position.

If this particular section is upheld in the House—allowing this kind of wide-open entry—the freight industry as we know it, will no longer exist. Anyone with a truck can solicit freight from shippers now served by our employers. The effect obviously means that jobs will be in serious jeopardy.

The second catastrophic section of the Senate bill concerns collective rate making. As passed, the legislation allows carriers to cut-rate the movement of freight, giving an edge to unorganized trucking firms. This jeopardizes the good wages and benefits of our membership because carriers will have to struggle to meet the cost factors and cannot be assured of adequate revenues.

The third bad vote taken by the Senate was the rejection of the amendment offered by Senator Ernest Hollings (D-S.C.) to remove processed foods from the list of commodities which would be exempt from ICC regulation. The vote was 39-47 against Teamsters. This means that anyone with a truck could haul processed food now carried by regulated trucking—meaning a further erosion of Teamster jobs.

These Senate votes by any Teamster standards are disastrous. We cannot forget who voted for and against us.

And now we are in the eleventh hour if deregulation is to be scuttled at all. It all rests with your Congressmen. Let them know how Teamsters stand—right now before it is too late!

The U.S. House of Representatives should be more concerned about our stand against deregulation, because they are all up for re-election. And we don't intend to forget in November those who helped the Teamsters . . . and those who thumbed their nose at us!

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 5 May, 1980

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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2

Kennedy
Deregulation
DISASTER
FOR
NATION

5

William Penn

9

2 Teamster General Executive Board Meets
Deregulation, PPG high on its agenda

5 Teamster Locals Join Deregulation Battle
Lobbying efforts are intense

6 Does Disaster Loom for the Trucking Industry?
Senate passes S. 2245, sends it to House

9 Local 391 Takes PPG Battle to Shareholders
Tells PPG annual meeting of company abuses

12 A Busy Month for the Organizing Department
Speeches, organizing manual keep them busy

14 At the Teamster Workshop
Officials attend from around the country

15 Teamsters Publish Annual Financial Report
Fiscal health of union is good

19 Research & Education Dept. Convenes Seminar
Targets it to public service employees

20 May is High Blood Pressure Month
Find out how well you're doing; check your pressure

22 Delegation Visits D.C. from J.C. 80
Texas women learn about Int'l Union

25 Active IBT Locals
A look at what's happening in the local unions

**Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001**

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001 Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

17 ALLIED PRINTING TRADES UNION COUNCIL WASHINGTON 17

Above, an AFL-CIO delegation invites the Teamsters to reaffiliate with the labor federation. Shown with General President Fitzsimmons are from left: AFL-CIO Secretary-Treasurer Tom Donahue; Iron Workers President John Lyons; United Food and Commercial Workers President Bill Wynn; Hotel and Restaurant Employees President Ed Hanley, and IBT General Secretary-Treasurer Schoessling. Below, the board in session.

TEAMSTER EXECUTIVE BOARD MEETS

Agenda Includes Discussions of Key Issues Including Deregulation, No-Raid Pacts

A SAGGING economy and its disastrous effects on jobs of American workers and bad legislation which threatens to either destroy or deteriorate wages and working conditions were main topics of discussion at the regular quarterly meeting of the Teamster General Executive Board.

The meeting was held April 15-17.

While the Teamster board was in session, the full U.S. Senate passed the Cannon-Packwood bill to deregulate the trucking industry. The Senate-passed bill includes three of the worst provisions feared by Teamsters in their quest to maintain job security and good wages and conditions.

The bill provides for wide-open entry into the trucking industry, requiring only that a new entrant into trucking be "fit, willing and able."

It provides for the abolishment of rate bureaus, or collective rate making, by which carriers establish freight rates needed to maintain financial integrity. Rate bureaus had been exempt from the anti-trust laws since 1948, and had worked well for the public and the industry, with freight shipping rates staying well below other cost-of-living factors.

A third provision of the Cannon-Packwood bill deregulates the shipment of processed foods. Raw food products had been exempt from regulation. Now processed foods are deregulated.

The question of deregulation of the trucking industry now moves to the House side of the Congress which is scheduled to begin hearings shortly. Predictions are that leadership in the Congress will aim to have a House version and the Senate version compromised, perhaps in a conference committee, and completed and passed before the summer recess. General President Fitzsimmons and the Board urged all members to now write their Congressmen immediately to express opposition to deregulation.

The Teamster General Executive Board received a committee from the AFL-CIO which extended the invitation for Teamster reaffiliation with the labor federation.

Following the meeting, Teamster General President Frank E. Fitzsimmons announced that the final question of affiliation will be decided by delegates to the next Teamster national convention scheduled for June, 1981.

Appearing before the Teamster General Executive Board were AFL-CIO Secretary-Treasurer Tom Donahue; Bill Wynn, president of United Food and Commercial Workers Union; Iron Workers President John Lyons; and Ed Hanley, president of the Hotel and Restaurant Employees Union.

Teamster General President Fitzsimmons indicated that while the matter of reaffiliation is being considered and discussed, the Teamsters pledge to continue to cooperate and coordinate with the AFL-CIO in all legislative matters affecting the working men and women of America.

The board members spent considerable time discussing the erosion of jobs, particularly in the auto-hauling industry, where layoffs at Ford and Chrysler have been particularly devastating, not only to the workers on the manufacturing line, but to Teamsters who haul finished cars to dealerships around the country. The situation was made worse while the Teamster Board met, with the announcement by General Motors of massive layoffs due to declining sales.

Fitzsimmons emphasized in his report to board members that there is an urgency for action against wholesale foreign imports which destroy jobs of American workers. He reported to the board that Japan, which has the major share of foreign import sales in this country, limits imports into its country to two percent of the car sales market. The United States imposes no restrictions.

In other action, the Board passed a resolution reaffirming and clarifying the union's position on No-Raid Agreements. (See page 4.) The resolution states: "If any affiliate is raided by a union with whom we have a No-Raid Agreement or other arrangement, the office of the General President should be notified at once in order that appropriate remedial action may be taken. We will insist that the affiliate of any union with whom we have a No-Raid Agreement honor that agreement, otherwise the General Executive Board will take appropriate action as to that agreement."

The Board cancelled a mutual assistance pact which was held with the Machinists Union.

Finally, it was reported to the Board that thanks to their action and the very generous contributions of Teamsters from throughout the country, Teamster contributions to the Easter Seal Foundation more than doubled over last year. Although final tabulations and pledges will not be tallied until sometime next month it is known that Teamsters contributed over $200,000 nationally, a very good showing and one we can all be proud of, Teamster President Fitzsimmons told the Board.

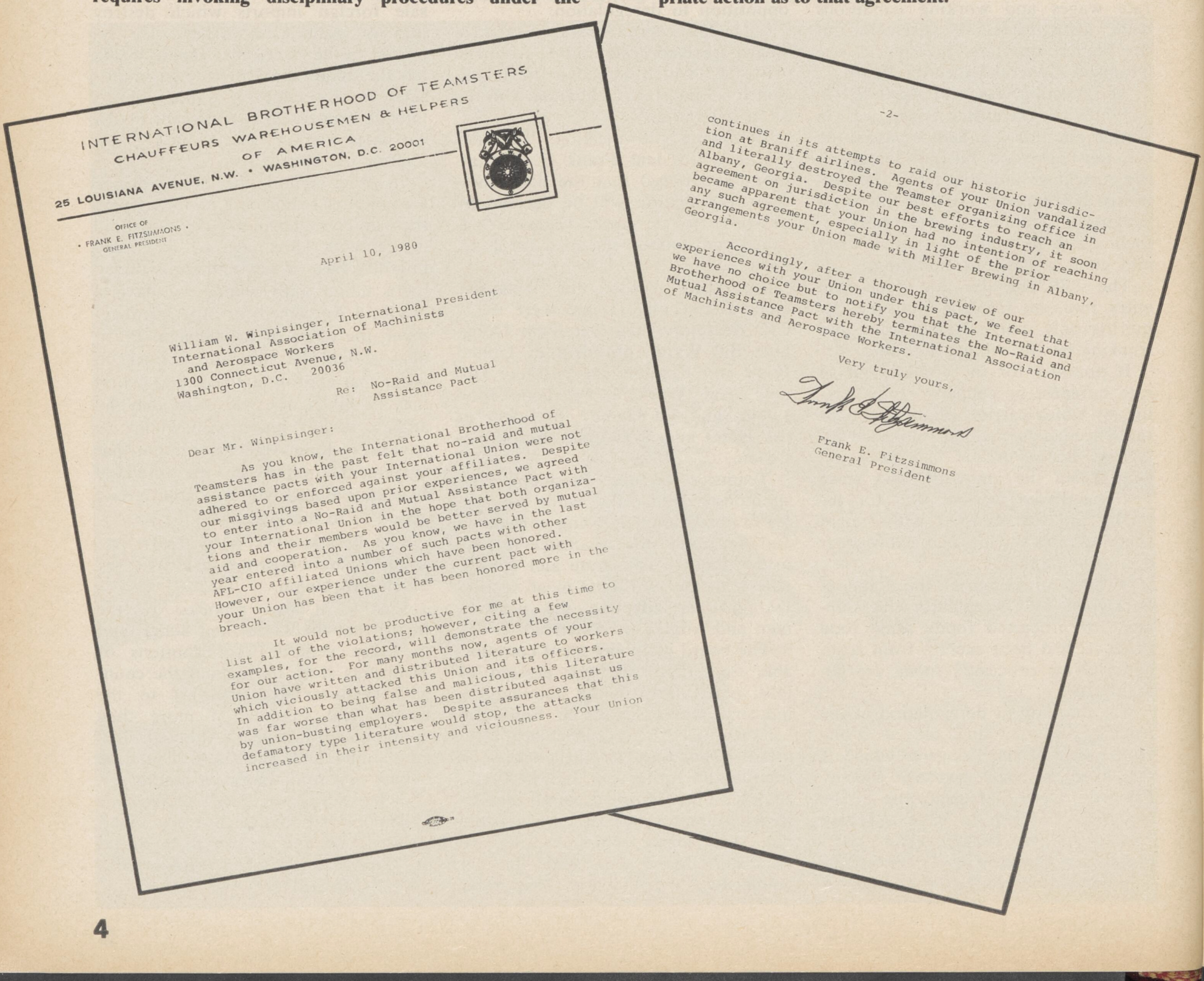
REAFFIRMATION OF POLICIES ON RAIDING

At last month's general executive board meeting, Teamster officers passed the following resolution, which clarifies the union's position on No-Raid Agreements. This policy statement comes in the wake of a decision by the board to cancel a mutual assistance pact formerly held with the Machinists (see the letter below for details).

The International Union has entered into a number of No-Raid Agreements with other International Unions. These agreements are made in behalf of and are binding upon all Teamster affiliates, pursuant to specific authority granted by the International Constitution.

Furthermore, it has been the long-standing policy of the International Brotherhood of Teamsters, except in specific instances, not to engage in organizing activities involving the membership of other International Unions, regardless of whether a No-Raid Agreement exists. All affiliates have in the past been instructed not to engage in *any* raiding activity without first securing approval from the office of the General President.

The General Executive Board hereby reaffirms that our No-Raid Agreements and the policies on raiding in general will continue to be vigorously enforced by the General Executive Board, even if such enforcement requires invoking disciplinary procedures under the International Constitution, which could include trusteeship, revocation of charter, or charges being brought against the officers responsible for the raiding activities. Certain affiliates have attempted to avoid responsibility for violations of these policies by supporting an independent union to conduct the raid, by having the members first decertify from their union, and other devices. However, in deciding whether a certain situation constitutes a raid, the General Executive Board will deal with the realities of the situation and will not sanction these subterfuges. Similarly, if any affiliate is raided by a union with whom we have a No-Raid Agreement or other arrangement, the office of the General President should be notified at once in order that appropriate remedial action may be taken. We will insist that the affiliates of any union with whom we have a No-Raid Agreement honor that agreement, otherwise the General Executive Board will take appropriate action as to that agreement.



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS WAREHOUSEMEN & HELPERS
OF AMERICA
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• FRANK E. FITZSIMMONS •
GENERAL PRESIDENT

April 10, 1980

William W. Winpisinger, International President
International Association of Machinists
and Aerospace Workers
1300 Connecticut Avenue, N.W.
Washington, D.C. 20036

Re: No-Raid and Mutual
Assistance Pact

Dear Mr. Winpisinger:

As you know, the International Brotherhood of Teamsters has in the past felt that no-raid and mutual assistance pacts with your International Union were not adhered to or enforced against your affiliates. Despite our misgivings based upon prior experiences, we agreed to enter into a No-Raid and Mutual Assistance Pact with your International Union in the hope that both organizations and their members would be better served by mutual aid and cooperation. As you know, we have in the last year entered into a number of such pacts with other AFL-CIO affiliated Unions which have been honored. However, our experience under the current pact with your Union has been that it has been honored more in the breach.

It would not be productive for me at this time to list all of the violations; however, citing a few examples, for the record, will demonstrate the necessity for our action. For many months now, agents of your Union have written and distributed literature to workers which viciously attacked this Union and its officers. In addition to being false and malicious, this literature was far worse than what has been distributed against us by union-busting employers. Despite assurances that this defamatory type literature would stop, the attacks increased in their intensity and viciousness. Your Union

-2-

continues in its attempts to raid our historic jurisdiction at Braniff airlines. Agents of your Union vandalized and literally destroyed the Teamster organizing office in Albany, Georgia. Despite our best efforts to reach an agreement on jurisdiction in the brewing industry, it soon became apparent that your Union had no intention of reaching any such agreement, especially in light of the prior arrangements your Union made with Miller Brewing in Albany, Georgia.

Accordingly, after a thorough review of our experiences with your Union under this pact, we feel that we have no choice but to notify you that the International Brotherhood of Teamsters hereby terminates the No-Raid and Mutual Assistance Pact with the International Association of Machinists and Aerospace Workers.

Very truly yours,

Frank E. Fitzsimmons
General President

TEAMSTERS LOCAL 299
DISASTER FOR NATION
DISASTER FOR NATION
DRIVE FIGHTS
MEANS A WEAK NATION

Michigan Teamster Local 299 members fight to preserve their jobs and protect an industry they love. Here they await the arrival of Sen. Edward Kennedy for a fund-raising dinner to protest his support of deregulation. (Above)

Ryder over-the-road driver and Local 100 member Martha Starr knows what deregulation means—not only could it drive her onto the welfare rolls to support her six children, but it will force thousands of other unemployed Teamster drivers out on the highways in unsafe rigs to fight it out in cutthroat competition for any load they can get to keep themselves and their families alive.

Here, Ohio Teamsters remind Senator Glenn that votes for S. 2245 will create massive unemployment for thousands of Ohio Teamsters in the freight industry, create massive cargo snafus and increase shipping costs for consumers statewide. (Right)

DEREGULATION

GETTING DOWN TO BASICS

DEREGULATION is a bread-and-butter issue to Teamsters, as the U.S. Senate found out last month. Even as the Senators worked feverishly to enact S.2245 and send the legislation to the U.S. House, Teamsters were in there, strongly making their case.

One group, Teamsters from Local 299 in Detroit, Mich., buttonholed Senator Edward Kennedy (D-Mass.) during a campaign swing through the state. When Kennedy arrived for a $125-a-couple fund-raiser in Troy, Michigan, he found Teamsters picketing in front.

Kennedy eluded the 200 sign-toting Teamsters by entering through the hotel's back entrance, but later in the evening met with a six-man Teamster delegation, including Local 299 President Robert Lins. For about 20 minutes, these Teamsters expressed, in strongest terms, their opposition to this potentially destructive legislation which the Massachusetts Senator supported.

Teamsters from the Ohio Conference also decided enough was enough as the Senators prepared to vote and descended on Washington to lobby at the White House and with their two Senators.

The 12-member delegation included longtime drivers for regulated freight companies and one owner-operator, all of them well-versed on the disastrous impact deregulation will have. Accompanying them were Ohio DRIVE President and International Vice President Jackie Presser and Ohio Conference Research Director Paul Locigno.

After a session with Presidential Aide Richard Neustadt at the White House, the group visited Ohio Senators John Glenn and Howard Metzenbaum.

In a lay-it-on-the-line dialogue, the Teamsters said this is one issue Ohio Teamsters are willing to go to the mat on, and will keep opposing until the final vote on the final amendment of the final piece of legislation is enacted and it is signed by the President.

Both groups were concise in defining their major problems with S. 2245. These include: unrestricted entry, indiscriminate exemptions that remove most products from the current regulated freight list, and the abolition of rate controls—all three components of the Senate-passed bill.

As the action front turns to the House, Teamsters will continue reminding their legislators exactly what pro-deregulation votes mean: unemployment, massive dislocations of workers, loss of service to most small cities, general chaos in the industry, carrier bankruptcies and reduced safety.

To maintain a safe, viable industry, though, we must keep the pressure on. PLEASE WRITE YOUR OWN CONGRESSMAN TODAY, AND URGE HIM OR HER TO OPPOSE DEREGULATION—before it's too late!

ON April 15, 1980, the United States Senate sounded what could be the death knell for the regulated trucking industry, unless Teamsters step up their efforts to bring some reason and balance to a deregulation bill now being considered in Congress.

The Senate, with a 70-to-20 vote, voted to substantially deregulate the regulated trucking industry.

The only hope Teamsters and the regulated trucking industry have of turning back this legislation, which both groups strongly oppose, is by turning their attention to the U.S. House of Representatives, which has begun consideration of deregulation legislation and is expecetd to act on a measure by early May.

What the Senate legislation did was to throw wide open the doors of entry to one and all, severely limit the number of carriers subject to regulation, and deny rate bureaus the ability to ensure uniform rates and service within the industry.

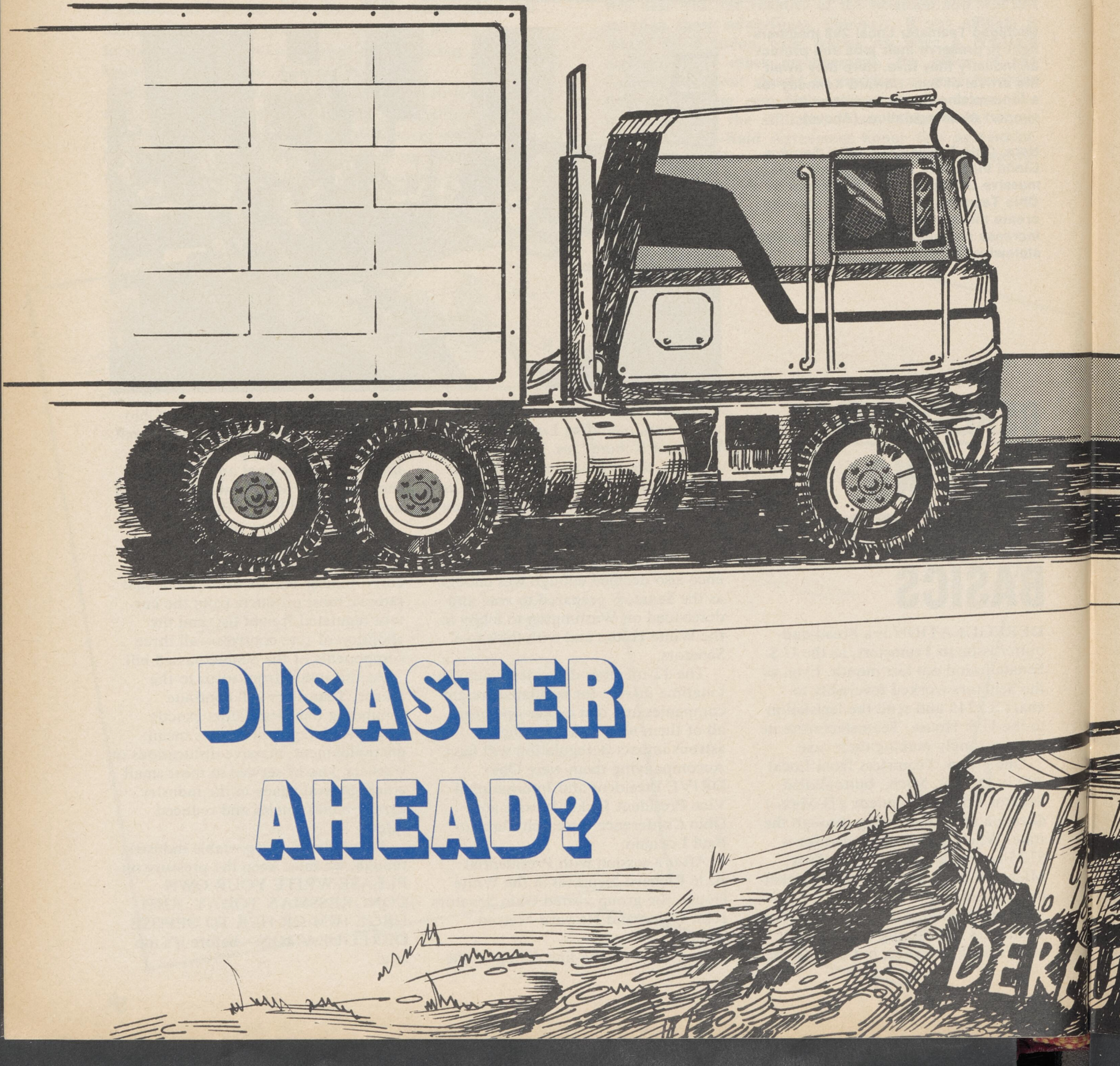
The measure wipes away 45 years of government regulation that had made America's regulated trucking industry the best in the world.

While supporters of the legislation were lauding it with high praise, Teamsters were assessing the potential devastation that will ensue.

So was Wall Street.

Wall Street stock analysts already are predicting a rocky road ahead for the trucking industry, should the legislation just endorsed by the Senate become law. Stocks of many major carriers have already declined 45 percent just from the threat of deregulation since 1976, and analysts warn that this trend will worsen if deregulation takes effect.

The bill allows practically any new trucking company access to the industry and makes it easy for existing trucking companies to expand their service without having to show any need for increased service whatsoever.



DISASTER AHEAD?

This means new carriers will be entering and clogging profitable routes, while service to smaller, less profitable shipping areas will decline.

It also reduces the antitrust immunity granted to the trucking industry in 1948, a system that has allowed companies to collectively decide through rate bureaus charges for their services on a systematic, uniform basis, guaranteeing consistency in price and service. Now cutthroat slim-margin operators will be out there vying with regulated carriers for the same traffic, forcing major lines out of business and into bankruptcy, and eventually earning themselves the opportunity to price gouge for whatever the market will bear once reliable competition is eliminated.

Although the legislation doesn't eliminate rate bureaus at this time, their legal ability to discuss and vote upon single-line rates will be eliminated in three years.

Truckers could jointly agree only on interline loads—those on loads carried by more than one trucker. Truckers would have to set freight rates individually on single-line loads, where one company carries the goods from point of origin to destination.

Additionally, the legislation permits truckers to raise and lower freight rates within a range set by the bill without approval by the Interstate Commerce Commission. Rates could be raised up to 15 percent a year.

The fate of the bill became clear early in the final voting when the Senate defeated 47-39 a move by Senator Ernest F. Hollings (D-S.C.) to preserve the hauling of processed foods by regulated carriers. Sen. Hollings argued that a move to deregulate here would lead to the "willful destruction of the regulated system," because it would remove 21 percent of the tonnage and 10 percent of truckers' revenues from regulation.

Food prices would only rise as a result, Hollings contended.

The amendment was soundly rejected. As it stands now, the bill would add all other food products to the raw agricultural products now exempt from ICC regulation, and thus hauled at lower rates.

Another amendment, sponsored by Sen. Warren G. Magnuson (D-Wash.) and defeated 56 to 34, was a key display of Senate sentiment.

This amendment would have required the Interstate Commerce Commission to continue regulating entry of new firms into the trucking industry, requiring them to prove not only their fitness to serve, but a need for their service. It was defeated.

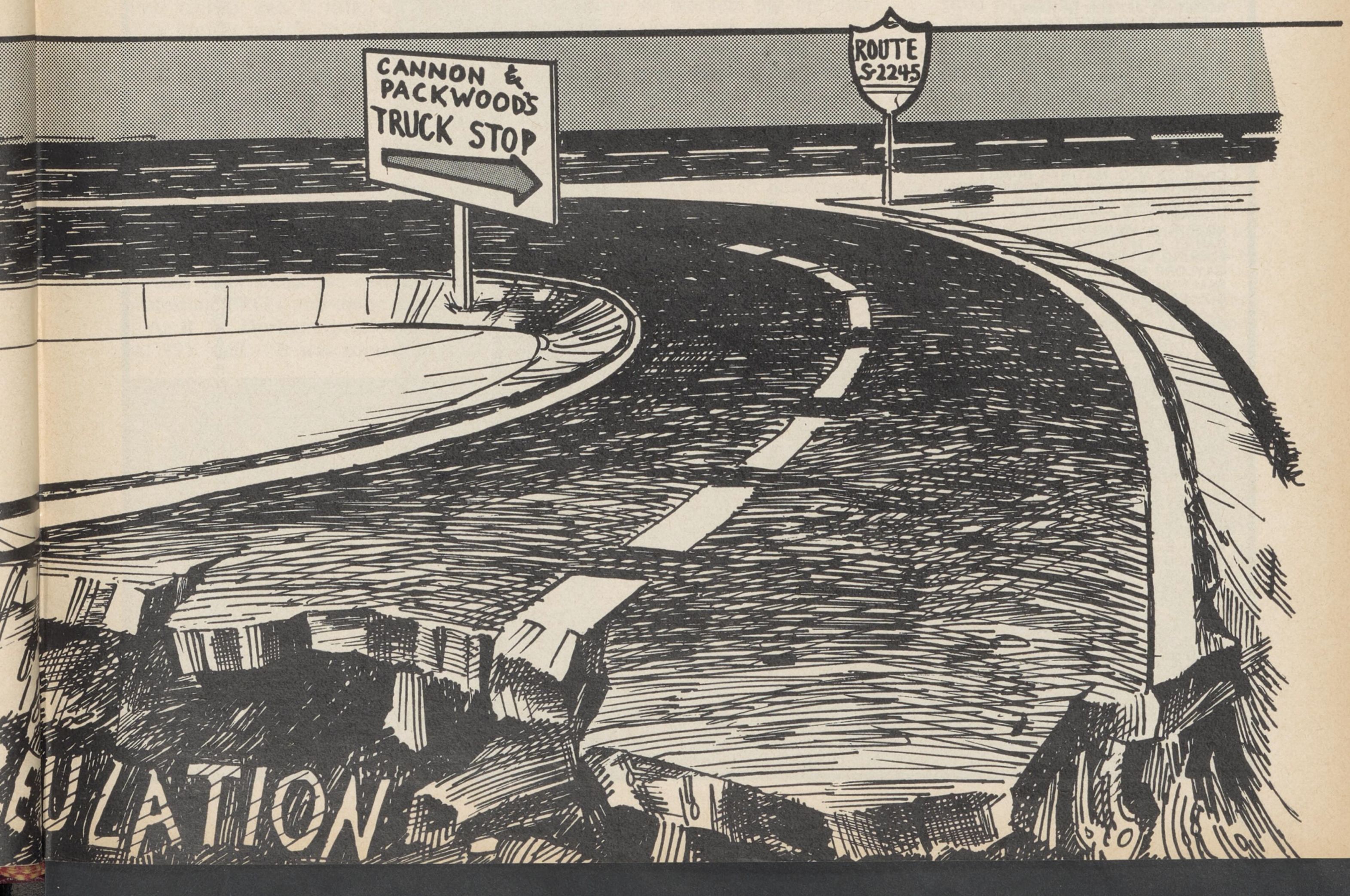
The Senate bill would allow new entry unless opponents could prove that the new business would not be in the public interest.

Teamsters should consider this vote perhaps the most essential of the entire deregulation debate, and weigh heavily whether their legislators voted for or against their best interests in this matter.

The defeat of a third amendment, introduced by Senator Harrison Schmitt (R-N. Mex.), represented the only minor victory of the day for regulated truckers. This proposal, to deregulate trucking completely in and around small towns, was defeated 51 to 36.

Administration lobbyists, who worked hard for the Senate bill, have predicted that the Senate action will encourage the House to produce a stronger deregulation measure.

Unless Teamsters act immediately to convince their individual representatives of the catastrophic consequences of this measure, the end result will be a virtually deregulated industry and chaos for shippers and consumers.



DEREGULATION—THE KEY VOTES

	HOLLINGS AMENDMENT	MAGNUSON AMENDMENT	SCHMITT AMENDMENT
WILLIAM L. ARMSTRONG (R-COLO.)	W	W	W
HOWARD H. BAKER, JR. (R-TENN.)	A	A	A
MAX S. BAUCUS (D-MONT.)	R	W	R
BIRCH BAYH (D-IND.)	R	R	R
HENRY L. BELLMON (R-OKLA.)	W	W	R
LLOYD BENTSEN (D-TEX.)	W	W	W
JOSEPH R. BIDEN (D-DEL.)	W	W	W
DAVID L. BOREN (D-OKLA.)	R	R	R
RUDY BOSCHWITZ (R-MINN.)	R	W	R
BILL BRADLEY (D-N.J.)	A	A	A
DALE L. BUMPERS (D-ARK.)	A	A	A
QUENTIN N. BURDICK (D-N.D.)	R	R	R
HARRY F. BYRD, JR. (I-VA.)	W	W	R
ROBERT C. BYRD (D-W.V.)	R	R	R
HOWARD W. CANNON (D-NEV.)	W	W	W
JOHN H. CHAFFEE (R-R.I.)	W	W	W
LAWTON CHILES (D-FLA.)	W	W	W
FRANK CHURCH (D-IDAHO)	W	R	R
THAD COCHRAN (R-MISS.)	R	W	W
WILLIAM S. COHEN (R-ME.)	R	R	R
ALAN D. CRANSTON (D-CALIF.)	R	R	W
JOHN C. CULVER (D-IOWA)	R	R	R
JOHN C. DANFORTH (R-MO.)	R	W	R
DENNIS DeCONCINI (D-ARIZ.)	A	A	A
ROBERT J. DOLE (R-KANS.)	W	W	W
PETE V. DOMENICI (R-N.MEX.)	W	W	W
DAVID DURENBERGER (R-MINN.)	A	A	R
JOHN A. DURKIN (D-N.H.)	R	R	R
THOMAS F. EAGLETON (D-MO.)	R	R	R
J. JAMES EXON (D-NEBR.)	R	W	R
WENDELL H. FORD (D-KY.)	W	R	R
EDWIN (JAKE) GARN (R-UTAH)	R	W	R
JOHN H. GLENN (D-OHIO)	R	R	R
BARRY M. GOLDWATER (R-ARIZ.)	W	W	W
MIKE GRAVEL (D-ALASKA)	A	A	A
GARRY W. HART (D-COLO.)	W	W	W
ORRIN G. HATCH (R-UTAH)	R	W	R
MARK O. HATFIELD (R-OREG.)	W	W	W
S. I. (SAM) HAYAKAWA (R-CALIF.)	W	W	W
HOWELL HEFLIN (D-ALA.)	R	R	R
H. JOHN HEINZ (R-PA.)	Present	W	R
JESSE A. HELMS (R-N.C.)	R	W	W
ERNEST F. HOLLINGS (D-S.C.)	R	R	R
WALTER D. HUDDLESTON (D-KY.)	W	R	R
GORDON J. HUMPHREY (R-N.H.)	W	W	W
DANIEL K. INOUYE (D-HAWAII)	R	R	R
HENRY M. JACKSON (D-WASH.)	R	R	R
JACOB K. JAVITS (R-N.Y.)	W	R	R
ROGER W. JEPSEN (R-IOWA)	W	R	R
J. BENNETT JOHNSTON (D-LA.)	W	R	R
NANCY L. KASSEBAUM (R-KANS.)	W	W	R
EDWARD M. KENNEDY (D-MASS.)	A	A	A
PAUL LAXALT (R-NEV.)	R	W	W
PATRICK J. LEAHY (D-VT.)	W	W	R
CARL M. LEVIN (D-MICH.)	W	R	R
RUSSELL B. LONG (D-LA.)	R	R	R
RICHARD G. LUGAR (R-IND.)	W	W	W
JAMES A. McCLURE (R-IDAHO)	W	W	W
GEORGE McGOVERN (D-S.D.)	R	W	R
WARREN G. MAGNUSON (D-WASH.)	R	R	R
CHARLES McC. MATHIAS (R-MD.)	R	R	R
SPARK M. MATSUNAGA (D-HAWAII)	R	R	R
JOHN M. MELCHER (D-MONT.)	R	R	W
HOWARD M. METZENBAUM (D-OHIO)	W	W	W
ROBERT B. MORGAN (D-N.C.)	R	R	R
DANIEL P. MOYNIHAN (D-N.Y.)	A	W	A
EDMUND S. MUSKIE (D-MAINE)	R	R	R
GAYLORD NELSON (D-WIS.)	R	W	R
SAM NUNN (D-GA.)	W	W	W
BOB PACKWOOD (R-OREG.)	W	W	W
CLAIBORNE PELL (D-R.I.)	W	W	R
CHARLES H. PERCY (R-ILL.)	A	W	R
LARRY PRESSLER (R-S.DAK.)	A	R	A
WILLIAM PROXMIRE (D-WIS.)	W	W	W
DAVID H. PRYOR (D-ARK.)	W	W	R
JENNINGS RANDOLPH (D-W.VA.)	R	R	R
ABRAHAM A. RIBICOFF (D-CONN.)	W	W	W
DONALD W. RIEGLE (D-MICH.)	A	A	A
WILLIAM V. ROTH, JR. (R-DEL.)	W	W	W
PAUL S. SARBANES (D-MD.)	R	R	R
JAMES R. SASSER (D-TENN.)	R	R	R
HARRISON H. SCHMITT (R-N.MEX.)	W	W	W
RICHARD S. SCHWEIKER (R-PA.)	W	W	W
ALAN K. SIMPSON (R-WYO.)	W	W	W
ROBERT T. STAFFORD (R-VT.)	W	W	W
JOHN C. STENNIS (D-MISS.)	W	W	W
TED STEVENS (R-ALASKA)	R	R	R
ADLAI E. STEVENSON (D-ILL.)	W	W	W
DONALD STEWART (D-ALA.)	R	R	R
RICHARD B. STONE (D-FLA.)	R	W	W
HERMAN E. TALMADGE (D-GA.)	R	A	A
STROM THURMOND (R-S.C.)	W	W	R
JOHN G. TOWER (R-TEX.)	W	W	R
PAUL E. TSONGAS (D-MASS.)	W	W	W
MALCOLM WALLOP (R-WYO.)	W	W	W
JOHN W. WARNER (R-VA.)	W	W	R
LOWELL P. WEICKER (R-CONN.)	W	W	W
HARRISON A. WILLIAMS (D-N.J.)	W	W	W
MILTON R. YOUNG (R-N.D.)	W	A	R
EDWARD ZORINSKY (D-NEBR.)	R	W	R

R Right or Paired Right W Wrong or Paired Wrong A Absent or Did Not Vote

RALLYING 'ROUND THE PPG CAUSE

Workers Take Their Case to Shareholders in Pa.

WITH balloons flying and an old white hearse proclaiming PPG's abuses, Teamsters marched on Pittsburgh and the William Penn Hotel last month.

Exasperated in their fight to bring PPG to the bargaining table over a Lexington, N.C. fiberglass plant, the Teamsters were resorting to a seldom-used tactic.

They were taking their case before PPG's shareholders and board of directors at PPG's annual shareholders meeting.

Joining the workers from North Carolina in a massive rally outside the hotel in downtown Pittsburgh before the meeting were Teamster members from Teamster J.C. 40 and almost every other labor union in Pittsburgh. Teamster Local 249 retirees and ladies auxiliary members, community and religious groups—they all joined in the demonstration to demand justice for PPG employees.

The Teamsters staged a one-hour demonstration that was a little bit old time revival and a little bit sixties-style protest march, to tell the public of the company's many labor law violations and its refusal to bargain for a contract with the N.C. local for 1,500 PPG workers who voted nearly two years ago for union representation.

Hundreds of union brothers and sisters from Pittsburgh, Pa. area unions marched side by side with Teamsters and PPG workers, singing various labor songs and carrying signs protesting PPG's anti-union activities.

As R. V. Durham, president of Local 391, said: "It was something that really gets your blood moving and reminds you of what unionism and brotherhood are all about."

Gaining admittance to the shareholders meeting was not easy. For the first time admission was by ticket only and PPG had all the tickets. Although PPG workers were entitled to attend as shareholders in the company, PPG did everything it could to block their way.

Arriving in Pittsburgh with over 200 signed proxies and powers of attorney from workers who could not attend, Teamster officials and some workers at first were denied admittance, until some savvy lawyers informed them apparently that the Teamsters were within their legal rights. Even then, PPG insisted on severely limiting the number of people representing the N.C. workers who attended the meeting. Less than 25 percent of the 200 proxies were given admission cards. It was another PPG game of harassment and intimidation.

As nearly 40 workers did file into the meeting along with other shareholders, the 17th floor of the hotel took on the appearance of an armed citadel, with PPG manning the guns.

Hired policemen were everywhere, as were some obnoxious company officials, out to see that not one individual without the sacred admittance pass entered.

Inside the meeting, Teamster forces waited patiently while the company elected new officers and auditors, amended its "incentive compensation plan for key employees" (to provide even better benefits for officers like L. Stanton Williams, board chairman, who already makes more than $557,002 in salary, incentive compensation, personal benefits and other forms of remuneration, according to the corporate reports), unfolded the year's financial report, touted its amazingly good year, and showed a slick film depicting the diversity of products that use the company's coatings.

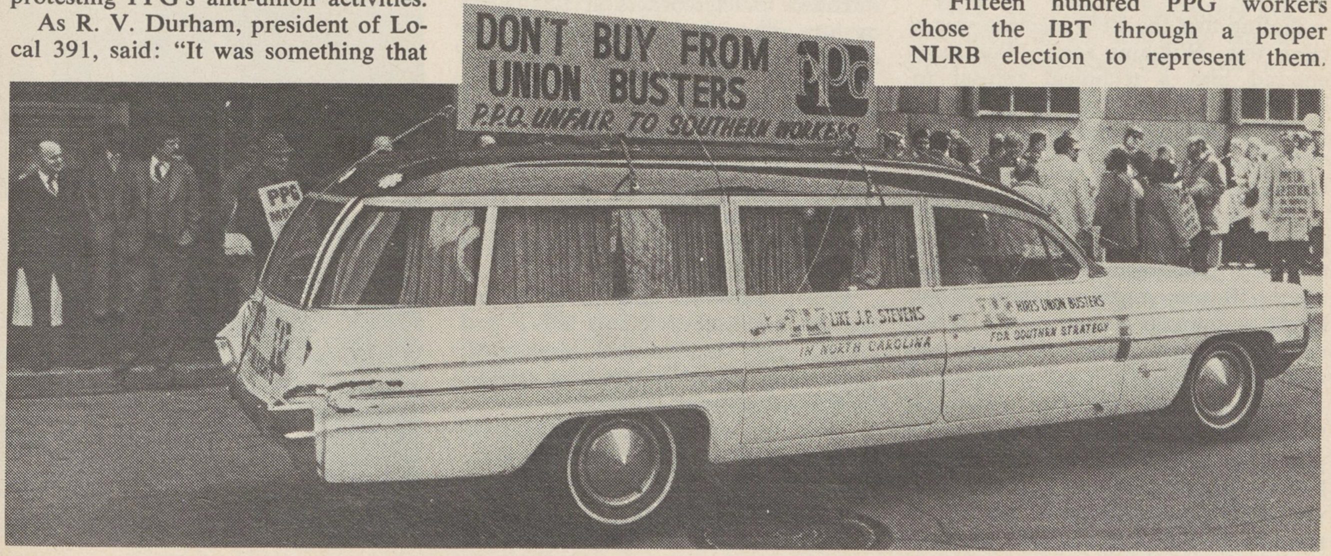
Finally, it came time for the question-and-answer session, and Teamsters certainly had the questions to pose.

Local 391 President R. V. Durham began the session by telling shareholders why the workers were attending the meeting.

They were there to tell executives of PPG Industries Inc. and its shareholders that they were tired of being patient . . . tired of playing by the rules while the company violated them . . . tired of seeing the company employ illegal tactics and threaten workers' human rights while they fought to remain union-free . . . tired of the union-busting tactics advised by the legal firm PPG hired to make sure they stayed non-union in the South.

They were there to tell PPG that the Teamsters were sick of PPG's new anti-union 'Southern strategy' and how it was hurting people and they intended to do everything they could to erase it.

"Fifteen hundred PPG workers chose the IBT through a proper NLRB election to represent them.



The company filed many objections," Durham stated. "The NLRB investigated them over a period of 15 months. All petitions by the company were denied. The NLRB then certified the union.

"That is why we are here today," Durham noted. "This company has been found guilty of 15 election violations, including discharges, threats, and other severe tactics. We have done everything humanly possible to get PPG to meet their responsibilities.

"Your company slogan is 'A concern for the future;' we submit that some stockholders do not know that conduct at the plant suggests you do not care about the future of the people at the Lexington plant," he added.

Detailing the ends to which the local has gone in its search for an agreement, Durham told shareholders: "We have offered to have a card check; we have offered to give you a one-year agreement, knowing that under the law if we do not represent the majority of the workers, we could be voted out in a decertification petition. We have agreed to have a one-day work stoppage to count noses and see if we represent the majority of the workers. Our suggestions have been rejected," Durham noted.

"We in the Teamsters, therefore, instituted a national boycott against your products," he told shareholders. "We have played by the rules, and we hope you (shareholders) will listen to our comments and appeal to your board for action."

Rebutting Durham's remarks, PPG Board Chairman L. Stanton Williams showed his disdain not only for the union and the workers, but for the NLRB, which our government has established as legal authority in labor relations.

Noting that the PPG election was a close one, Williams said: "We have entered into a technical refusal to bargain to get a fair hearing. We are confident that the courts will rule in our favor . . . We want simply to have another election.

"We are not a union-busting company," Williams proclaimed, noting that half the company's plants are union. "But we make no secret of our intent to remain union-free in those units where we have no bargaining representation."

Durham noted of this reaction: "After the last election, Jerry Ford probably wanted a second chance too, but the results had to stand. So it is with PPG. The NLRB has exonerated the IBT in the election and has completely indicted PPG and the actions recommended by its legal counsel in Florida.

"We won the election," Durham emphasized. "We want to sit down and negotiate. We do not intend to be trapped in litigation for the next 4-5 years.

"We appeal to you, management and shareholders, for fair play," Durham added. "We play by the rules and try to demonstrate a responsible attitude. We do not like these kinds of confrontations—or boycotts but we can use them if we have to. The best interests of PPG and the employees will be served if we can sit down and negotiate," Durham noted. We only hope that management is ready to . . . have true concern for the future, not only for the company but for workers as well.

Taking the floor next, Teamster organizer Vicki Saporta, who helped organize the PPG unit, itemized for shareholders the company's many violations of the law during the organizing campaign and since the election, and in doing so, exposed the company's new corporate 'Southern strategy,' a corporate policy that until now officers had denied existed.

Quoting from a point-by-point statement of violations cited in the NLRB proceedings and an administrative law judge's hearing report, Saporta added: "Our union hasn't been found guilty of a single labor law violation. Every charge PPG or your anti-union committee has filed against us has been dismissed by the Labor Board. On the other hand, PPG has been found guilty of more than 15 different unfair labor practices by an administrative law judge after a two-week hearing."

She then quoted a PPG vice president who told workers during one plant visit that the company never intended to let workers at Lexington or any other new PPG plant get a contract.

In that speech, he bragged that while in the 1950s PPG was almost totally union, today less than 50% of PPG workers are covered by union contract. He stated that this was due to a change in company policy several years ago. PPG no longer intended to accommodate unions, he said.

When Saporta quoted from his speech the list of plants PPG had closed, the shareholders applauded, confirming their support of PPG's 'Southern strategy.'

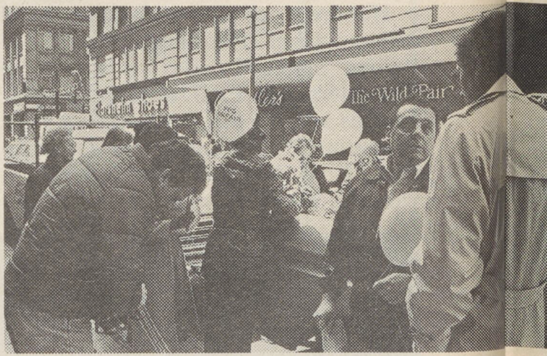
"You may say you're not union-busters, but these statements represent your new 'Southern strategy' and show that you are," Saporta said.

Saporta mentioned the boycott, and

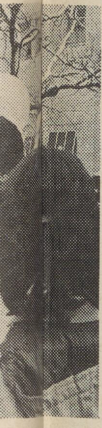
If PPG wins here
ARE YOU NEXT?
FEDERAL
HARDWARE
PAINT
PPG LIKE J.P. STEVENS IN NORTH CAROLINA

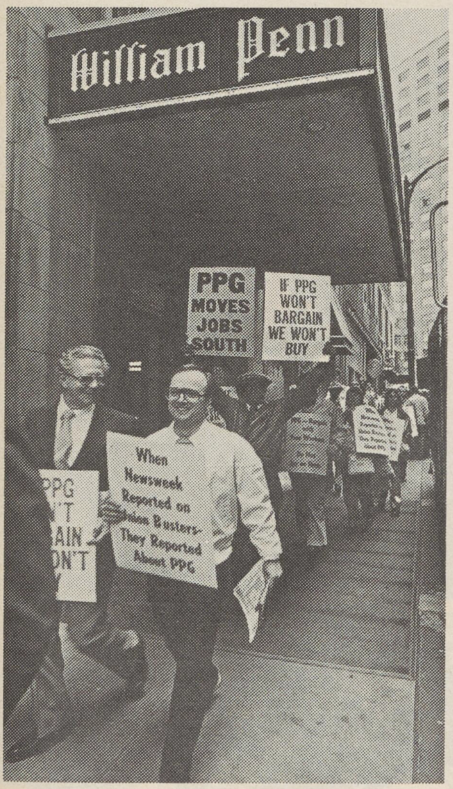
PPG LIKE J.P. STEVENS IN NORTH CAROLINA
IF PPG WON'T BARGAIN WE WON'T BUY

NEW SAINT PITTSBURGH



PPG Annual Shareholders Meeting
ADMISSION BY TICKET ONLY




William Penn
PPG MOVES JOBS SOUTH
IF PPG WON'T BARGAIN WE WON'T BUY
When Newsweek Reported on Union Busters-They Reported About PPG

PPG MOVES JOBS SOUTH

the support PPG workers are getting from the unions affiliated with the AFL-CIO. She also noted that the company has recently begun to resort to expensive advertising in Fortune and other magazines and on television shows, such as the Tonight Show to minimize the bad publicity.

Saporta concluded: "Today, 50% of your plants are union, but we intend to make it 100%. We are now embarking on an all-out effort to organize all of your unorganized plants," she warned. "And next year, maybe the shareholders will want to elect a board of directors who will act in the company's best interest by signing a contract in Lexington and being responsive to the workers and their needs."

Showing again his disdain for the law and government agencies, Williams noted after Saporta's comments that the "NLRB is not a judicial body. It's an agency of the government. We want to settle the issue in the courts which we feel are appropriate to resolve the question," he said.

Next to address the delegates were four workers from PPG who told shareholders of the company's refusal to honor workmen's compensation claims, its firing of union supporters, its paltry provisions for retiring workers (this from a worker who explained that on retirement her sum benefit will be $108 a month, after more than 12 years of work), and detailed the bugging of the employee cafeteria among other PPG illegal acts. Chris Scott of Local 391 wound up their testimony, saying, "There have been true horror stories going on in that plant."

Concluding the Teamster testimony was Charles Byrnes, president of Teamster Local 249 and secretary-treasurer of the Pittsburgh Joint Council, who noted that he was upset with the proceedings for two reasons. First, he said, "the Teamsters and PPG workers were his guests and had been abused by the company's heavy-handed tactics." Second, noting the quiet indifference of the audience, Byrnes noted that in a room full of shareholders, indifference was to be expected. "These people are union members," he added, "but they also are human beings. They are citizens and have rights in the United States. The NLRB was established by law by Congress. It was not put there to be made a mockery of by PPG.

"The underlying fact here is that you want another election.

"We do not like the way this meeting went, with you treating these people as though they are second class. THEY ARE HUMAN BEINGS," he emphasized, "nothing less.

"The pension fund I sit on and chair has over one million dollars invested in PPG," Byrnes advised shareholders. "Other Pennsylvania unions also have money invested in PPG. And I want to tell you, we in the north, in your backyard, will not put up with your actions."

Speaking for 60,000-70,000 Teamsters and other unionized workers, "I want to let you know where we are at," Byrnes said. "We will not put up with PPG's 'Southern strategy'," he thundered.

"I cannot run for election today, but I have friends in the labor movement and in this town, and we will be back nert year I will guarantee you," the Teamster leader promised. After conferring with Durham, Byrnes stated publicly, "I'll make you a proposal. If we go to court, will you agree, in front of your shareholders meeting, to sign an agreement contingent on the outcome of the court decision?" he asked.

After some dillydallying, Williams replied, saying they would *enter into negotiations* if the court decided against them.

"Sir," the irate Byrnes replied, "you can negotiate forever, but never sign a contract."

He restated his question several more times. The company's final answer was "NO!"

Throughout the shareholders meeting and emotional exchanges between the unionists and corporate officers, Teamsters conducted themselves with dignity and grace. But when it was over at least one woman in the audience on leaving, was heard to comment: "Oh, all they (the workers) ever want is a handout. I never belonged to a union in my life and always stood on my own two feet."

Well, 2.2 million Teamsters are in this union to tell that lady and anybody else who questions it that *workers* never asked for a handout in their lives. They work and pay their taxes and help keep this country going. All they ask is that the companies that employ them play by the law, pay them what they deserve and treat them like the human beings they are.

Teamsters have something more to say to PPG, just as Durham did at the meeting. We are in this for the duration, and the company better be ready for a fight, because the union intends to win—for the workers, if only to show them that this country's laws mean something and nobody, not even a corporate giant, can ignore them. In the end, the PPG workers in Lexington will get a contract.

A BUSY MONTH FOR ORGANIZING

College Lectures Top Dept.'s Agenda

ON THE lecture circuit recently for the Teamsters Union has been Organizing Director Norman Goldstein, who has traveled to several college campuses around the country in past weeks discussing the Teamsters Union, its structure and goals and its members' contributions to America.

Goldstein recently addressed groups at Harvard University, the Wharton School at the University of Pennsylvania, and at Central Michigan University.

The Harvard appearance came at the request of Harvard Professor John T. Dunlop, who's also head of President Carter's advisory committee on wage-price standards and chairman of the Teamsters/TMI labor-management committee under the National Master Freight Agreement with the trucking industry.

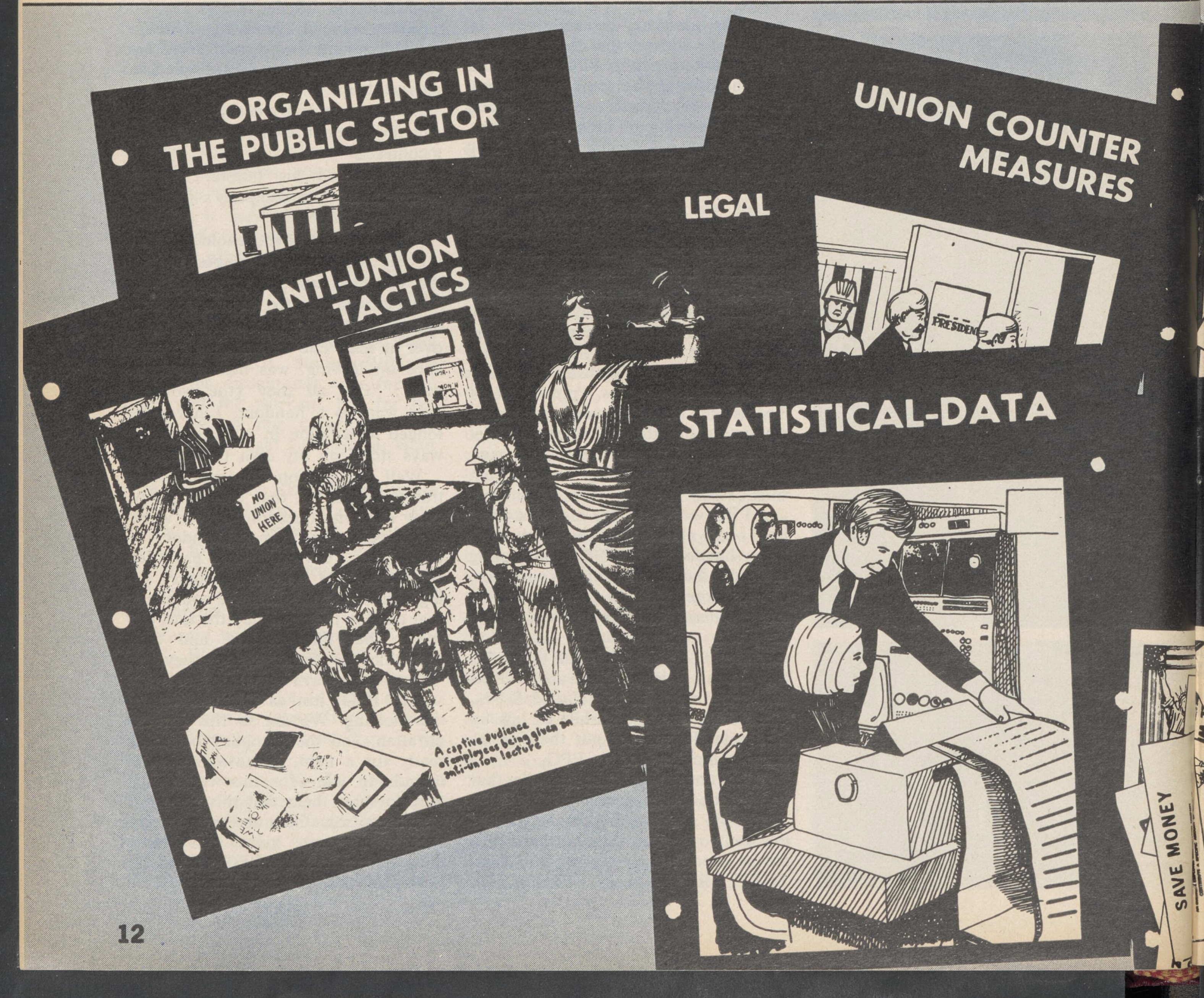
Goldstein addressed a group including graduate students writing their Ph.D. dissertations, faculty members in the labor field, and members of the Harvard Trade Union Program, which includes union officers from the U.S. and overseas. He told the group of 50 about the Teamsters in a lecture/question-and-answer session.

Following the seminar, he participated in a discussion dinner with 25 faculty members drawn from various departments at the university.

Both groups, he noted, were composed of professionals in the field, all labor-oriented. "When you get a positive response from your peers, from people who know the field, it gives you a real sense of satisfaction," Goldstein noted.

"If anything, I think I convinced them that they shouldn't underrate the contributions of labor or its spokesmen," he added. "And perhaps I gave them food for thought, something to use when they're teaching their courses or working."

Dunlop commented after the session that younger scholars today are serious in their interest in the labor movement. "They want to know, and most of them are more friendly disposed to unions and collective bargain-



ORGANIZING IN THE PUBLIC SECTOR
LEGAL
UNION COUNTER MEASURES
ANTI-UNION TACTICS
NO UNION HERE
A captive audience of employees being given an anti-union lecture
PRESIDENT
STATISTICAL-DATA
SAVE MONEY

ing than were their counterparts a decade ago," he noted.

At the Wharton School of the University of Pennsylvania, a renowned education institution for the businessmen of tomorrow, Goldstein addressed a group of about 200 students enrolled in a basic industrial relations course.

The course, under the direction of Professor Richard L. Rowan, at whose request Goldstein appeared, attempts to acquaint students with the history of the American labor movement, and give them an overview of its structure, government, management organizations for collective bargaining and an understanding of the collective bargaining process itself.

Goldstein's appearance was the follow-up to a visit by Wharton students to International headquarters recently where they learned about the operations of the Teamsters and unions in general.

Noting that Wharton is one of the most "prestigious management schools in the nation," Goldstein commented that his appearance was "like going into the enemy's den."

Although polite, many of the questions posed by the group were not only direct but blunt. "Their comments demonstrated that it's important that labor make contact with these kids, who one day will be facing us on the other side of the fence," Goldstein said.

"Labor, as the world's largest institution, has a vital stake in this country and in its growth. It's imperative that we carry our views to the schools training tomorrow's leaders."

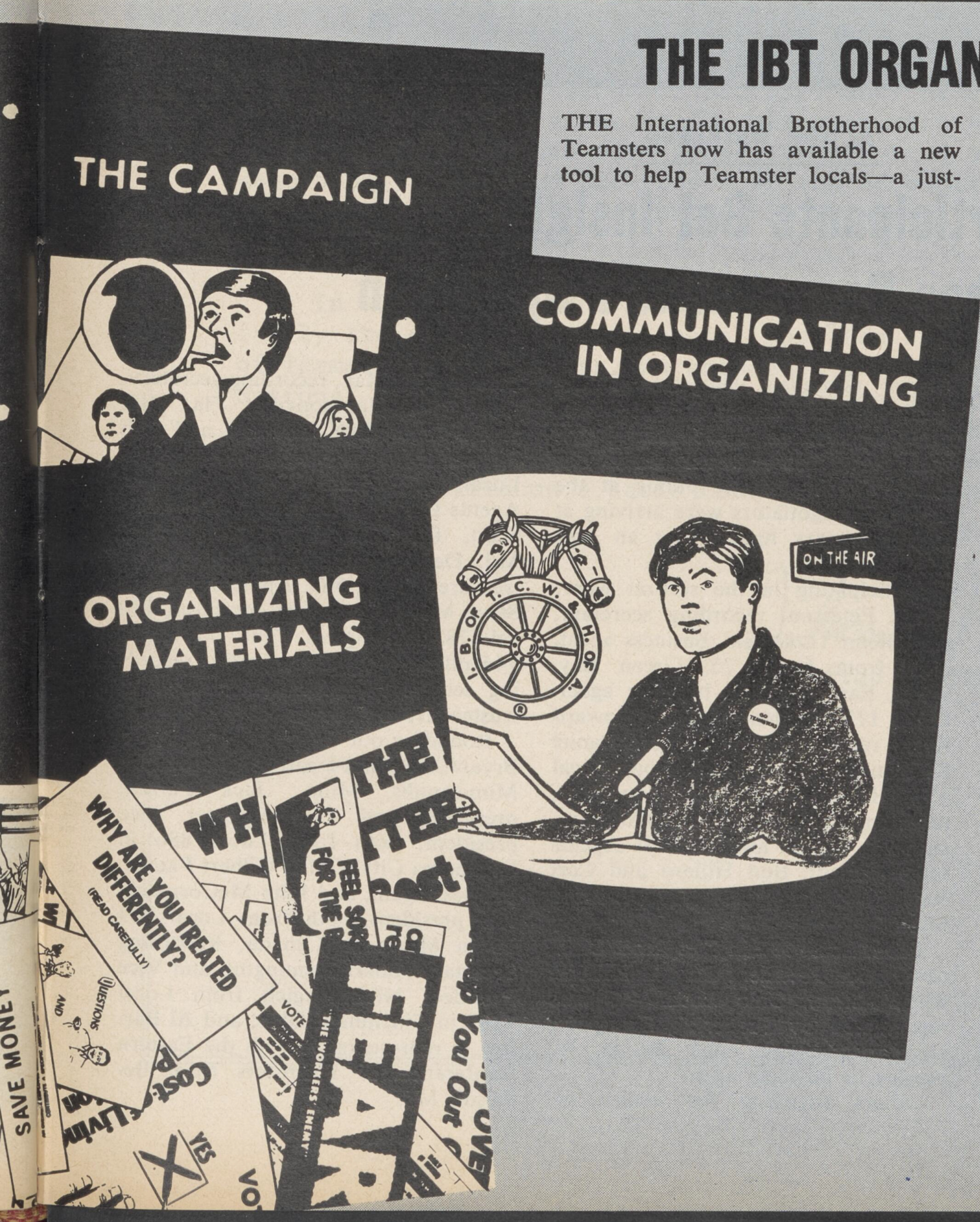
At Central Michigan University, Goldstein spoke to two classes—one a management course, the other a labor course—and then addressed an evening assembly attended not only by students and faculty but by those in the community who wanted to attend the open forum.

The student body of this school, he noted, is composed of students not unlike some of our own Teamsters members. Many of them are kids trying to get an education and work at the same time, so they had perhaps a better understanding and appreciation of what the Teamsters try to do for the nation's workers.

Goldstein reported that at all three sessions, he took the time to warn the groups about the perils deregulation poses to our country's trucking system and small cities and shippers. "Students came away with a different view concerning the various problems involved with deregulation," he noted.

Although Goldstein isn't out to organize the nation's students, he points out that when students better understand labor, it will be easier to organize them once they are in the work force or to deal with them across the bargaining table, two big assets to any organizer.

THE IBT ORGANIZING MANUAL



THE International Brotherhood of Teamsters now has available a new tool to help Teamster locals—a just-completed Teamster organizing manual.

Compiled by the union to aid affiliates in their campaigns to bring new members into the union, the book is full of helpful, concise information that puts everything you need to know during an organizing campaign just a fingertip away.

There are statistical facts that show the Teamsters more than hold their own in organizing nationwide. A legal section advises on how to make sure your election stands up before the National Labor Relations Board.

Another section takes you through the entire campaign process—from initial survey to actual election—and offers ways to counter the union-busting forces so active recently. A special section is devoted to organizing in the public sector and the special problems encountered there.

The communications section deals with how the local union can most effectively make its case to potential members and enlist the support of area media and the community.

Included with the manual are all the tools locals need during a campaign, including organizing literature, copies of brochures the anti-union people are peddling, and samples of leaflets, flyers, bumper stickers, and authorization cards.

The manual should prove a valuable addition to any local union library. It's available now from International headquarters.

At the Workshop

Participants Get Insights Into Labor Department's Operation

ALTHOUGH learning about the International Union at the Teamster workshop is valuable, perhaps just as important are the feelings of camaraderie and brotherhood participants develop during the week with each other. The week-long session gives Teamsters from around the country the chance to share their experiences and discuss common problems and interests.

In the past several years, Teamsters at the sessions have found out that they do have a lot in common with their union brothers and sisters. And whether its union-busting or downward trends in the construction industry, getting different insights on the question can sometimes help an individual local come up with a new approach to old problems.

Attending the most recent workshop session, held in Washington, D.C. the week of March 24-28, were 29 Teamsters.

They heard from Teamster officers and staffers, along with guest speakers Swen Kraemer of the Republican Policy Committee and John N. Gentry, Under Secretary of Labor. Gentry reminded delegates of last year's National Master Freight Agreement negotiations. He explained that one of the Labor Department's jobs was explaining to the public at the time how negotiators were arriving at their monetary figures, not an easy task, he noted.

Participating in the session were: James Peterson, recording secretary, and Glenn Tarkowski, business agent, both from Local 75, Green Bay, Wisc.; Earl Newkirk, business agent, Local 173, Bradenton, Fla.; Howard Kahn, recording secretary, and Daniel Raimondo, trustee, both from Local 177, Hillside, N.J.; Jack Mogelson, recording secretary, Local 320, Minneapolis, Minn.; and Business Agents Jesse Barsodi, Bud Hillard and Carl Rawlins, from Local 337, Detroit, Mich.

From Local 392 in Cleveland, Ohio, came Vice President Ray DePhillips, while Akron, Ohio Local 497 was represented by Frederick Evans, its secretary-treasurer, and Bruce W. Presley, a business agent.

Others attending the session included: Cliff Ray, recording secretary, Local 512, Jacksonville, Fla.; Bill Shields, recording secretary, and Bob Parquette, business agent, both from Local 523, Tulsa, Okla.; Business Agents Calvin Eisenberg and Norman Scott, from Local 557, Baltimore, Md.; Dennis Vandenbergen, secretary-treasurer, Local 563, Appleton, Wisc., Steve Martin, secretary-treasurer, Local 578, Los Angeles, Calif.; and Local 744 officers Roy Chamberlin, recording secretary, and Bill Heintzelman, trustee, from Chicago, Ill.

Rounding out the group were: Dan Bryant, secretary-treasurer, Local 792, Minneapolis, Minn.; Jack Farrell, president, and Tom Webster, vice president, both from Local 886 in Oklahoma City, Okla.; Gilbert Fauvel, business agent, and John McCormack, vice president, both from Local 903 up in Montreal, Canada; Recording Secretary Albert Pennington and Vice President Nick Negich from Local 1199 in Cincinnati, Ohio, and Al Barlow, a representative with the Eastern Conference of Teamsters from Bethesda, Md.

Thomas Havey & Co.
CERTIFIED PUBLIC ACCOUNTANTS
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Members of American Institute of Certified Public Accountants

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1979 and the related consolidated statements of income and expenses for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1979, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey & Co.
Certified Public Accountants

March 12, 1980

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D.C.
CONSOLIDATED FUND BALANCE SHEET AS OF DECEMBER 31, 1979

GENERAL

ASSETS

Cash	$ 12,917,271
Accounts Receivable—(Less $267,827 Allowance for Doubtful Accounts)	2,033,744
Inventories—At Lower of Cost or Market	582,371
Accrued Income	1,200,057
Prepaid Expenses	242,654
Investments—Book Value (Market Value $39,827,332) Notes 1 and 2	42,797,466
Fixed Assets—(At Cost, less $13,836,540 Accumulated Depreciation)	24,750,549
Deposits	202,321
Total—General Fund	$ 84,726,433

DEFENSE

ASSETS

Cash	$ 8,837,785
Accounts Receivable-Contra	145,610
Accrued Income	1,129,756
Investments—Book Value (Market Value $31,331,935) Note 1	38,721,909
Total—Defense Fund	$ 48,835,060

COMBINED

Total—Combined Funds	$133,561,493

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. **Summary of Significant Accounting Policies**

Method of Accounting

Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

Investments

Securities and notes and mortgages receivable are recorded at cost and adjusted periodically for amortization of premium and discount.

Depreciation

Fixed assets are recorded at cost and depreciation is principally computed on the straight-line method at rates calculated to prorate the cost over their estimated useful lives.

2. **Investments**

A U.S. Treasury Note in the principal amount of $300,000 has been pledged as a surety deposit and is held in escrow.

EXHIBIT "A"

FUND

LIABILITIES AND NET WORTH

Liabilities		
Accounts Payable	$ 3,223,408	
Accounts Payable-Contra	145,610	
Accrued Expenses	45,792	
Total		$ 3,414,810
Net Worth		
Balance January 1, 1979	75,032,533	
Add:		
Excess of Income Over Expenses for the Year Ended December 31, 1979	6,279,090	81,311,623
Total—General Fund		$ 84,726,433

FUND

LIABILITIES AND NET WORTH

Liabilities		
Accounts Payable		$ 18,625
Net Worth		
Balance January 1, 1979	$47,466,975	
Add:		
Excess of Income Over Benefits for the Year Ended December 31, 1979	1,349,460	48,816,435
Total—Defense Fund		$ 48,835,060

FUNDS

Total—Combined Funds	$133,561,493

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

3. Retirement and Pension Plans

a. The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are being funded over a maximum of 12 years. Total pension cost for this plan for the year ended December 31, 1979 was $2,814,737. At December 31, 1978, the date of the latest actuarial valuation, vested benefits exceeded the total of the retirement plan assets by $3,473,797, as computed by independent actuaries.

b. The International also provides a pension plan for persons employed by affiliated organizations. Contributions to the plan, which amounted to $22,383,074 for the year ended December 31, 1979, are computed by actuaries and approved by the General Executive Board of the International. At December 31, 1978, the date of the latest actuarial valuation, present value of vested benefits exceeded the total market value of the pension plan net assets by $54,486,059, as computed by independent actuaries.

EXHIBIT "B"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND TEAMSTERS INTERNATIONAL, INC., WASHINGTON, D.C.
CONSOLIDATED STATEMENT OF INCOME AND EXPENSES—GENERAL FUND
FOR THE YEAR ENDED DECEMBER 31, 1979

Operating Income		
Fees		
Per Capita—Members	$73,572,588	
Initiation	1,074,635	$74,647,223
Other Income		
Sale of Supplies	430,055	
Miscellaneous	1,319	431,374
Total Operating Income		75,078,597
Deduct:		
Operating Expenses		
Defense Fund (See Exhibit "C")	9,348,343	
International Fed. of Chem. & Gen. Workers' Unions	200,000	
Teamster Affiliates Pension Fund	22,383,074	
Organizing Campaign Expense	6,255,032	
National Master Freight Agreement	686,052	
Financial Aid to Subordinate Organizations	880,407	
Retirement and Family Protection Plan	2,814,737	
Administrative, Office and General	10,065,906	
Magazine—"International Teamster"	3,885,068	
Legislative and Political Education	574,399	
Communications	664,053	
Legal Fees, Expenses and Related Costs	2,202,311	
Judgments, Suits and Settlements	274,000	
Appeals and Hearings	25,022	
Divisional and Departmental	10,439,881	
National Headquarters Building	2,317,661	
Branch Offices	36,625	
Supplies for Resale	251,064	73,303,635
Net Income from Operations		1,774,962
Add:		
Financial Income—Net		4,850,896
Other Income (Expense)—Net		(346,768)
Excess of Income Over Expenses for the Year Ended December 31, 1979		$ 6,279,090

EXHIBIT "C"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA WASHINGTON, D.C.
STATEMENT OF INCOME AND BENEFITS—DEFENSE FUND
FOR THE YEAR ENDED DECEMBER 31, 1979

Income		
Per Capita—General Fund (See Exhibit "B")	$ 9,348,343	
Financial Income—Net	4,020,874	
Gain on Foreign Exchange	29,533	$13,398,750
Benefits		
Out-of-Work Benefits		12,049,290
Excess of Income Over Benefits for the Year Ended December 31, 1979		$ 1,349,460

Public Service Employees

A Seminar Suited to Specialized Needs

PUBLIC service employees compose one of the newest and fastest growing segments of the Teamsters Union's membership.

Catering to the specialized needs of Minnesota Teamster public and law enforcement employees, Teamster Local 320, in conjunction with the International Union's Research and Education Department, recently hosted a two-day stewards' seminar.

The sessions, held at the St. Paul campus of the University of Minnesota, were chaired by David Morris, secretary-treasurer of Local 320, and Art Kane, director of the Teamsters' Research and Education Dept.

More than 150 stewards participated, coming from every part of the state, including some who came as far as 300 miles to attend.

One high point of the two-day session came when George Latimer, mayor of St. Paul, addressed the stewards. The mayor, a good friend of labor in Minneapolis, also joined in some of the sessions and met with stewards and officers.

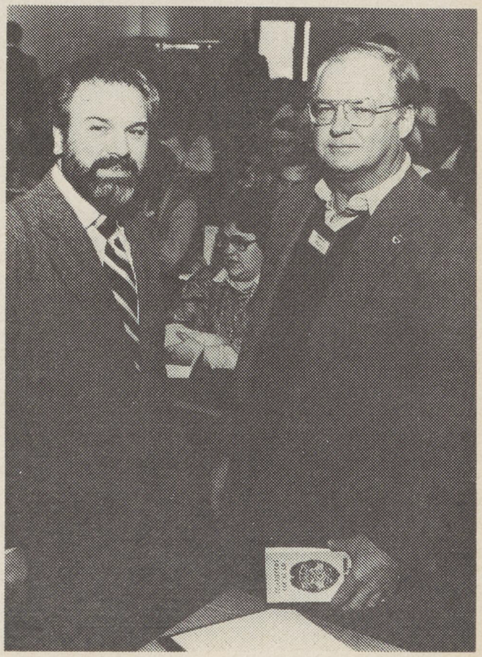
Joining instructors from the International who conducted the program was Ken Tri, associate director of the Mediation Services in the state and a former Teamster. Tri outlined Minnesota state law covering labor relations for state and local governments.

The program was structured to relate not only to Teamster stewards, but to the unique and specific requirements that apply to labor relations law for state and local employees. Class exercises included discussions on the history of the Teamsters Union, grievance handling and factors involved in dispute settlement.

Morris concluded the session by awarding graduation certificates to participants.

Facilities used by the group at the campus's new Center for Adult Education were made available through Martin Duffy, associate professor at the University of Minnesota, labor education department.

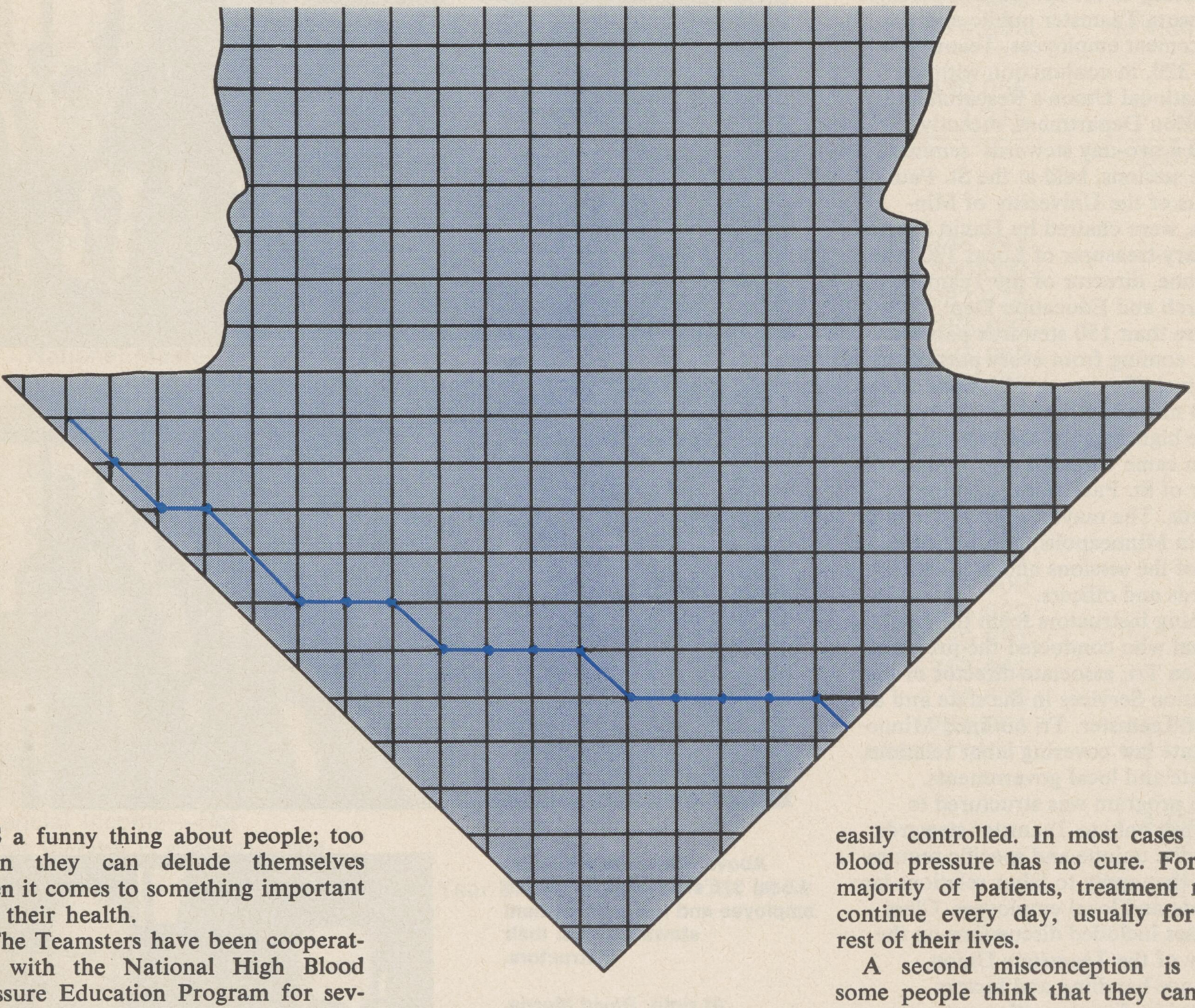
Above, stewards attending Local 320's seminar for public employee and law enforcement stewards, with their instructors.



At right, David Morris, secretary-treasurer of Local 320, greets St. Paul Mayor George Latimer, who addressed the stewards.

Treating High Blood Pressure

Find Out How Well You're Doing



IT'S a funny thing about people; too often they can delude themselves when it comes to something important like their health.

The Teamsters have been cooperating with the National High Blood Pressure Education Program for several years now, in informing our members about the dangers high blood pressure poses, but all too often we still hear the comments: "Oh, I'm not taking my medicine anymore; I feel great without it" or "I decided I only need two pills a day, not the four my doctor prescribed."

Not only are those views shortsighted and nonsensical; they could spell death or serious illness for any high blood pressure patient who chooses to follow such logic.

People who have high blood pressure sometimes don't understand the nature of the disease or the importance of their treatment. Some common misconceptions about this chronic illness can lead patients to the wrong conclusions about their high blood pressure. If you have high blood pressure you should know the facts about it.

Patients who take their medication and follow their doctor's advice bring their high blood pressure back to the normal range. They may think that they have been cured. The truth is that the medication acts as a blood pressure regulator. The medication controls your blood presure only as long as you continue taking it. If you stop taking your pills, your blood pressure will go up again. As long as a patient remains faithful to the treatment, high blood pressure can be easily controlled. In most cases high blood pressure has no cure. For the majority of patients, treatment must continue every day, usually for the rest of their lives.

A second misconception is that some people think that they can tell when their blood pressure is up. They think the condition produces clear-cut symptoms such as dizziness and headaches. Because of this mistaken belief, patients sometimes neglect their doctor's instructions to take their medicine every day. Instead, they take their medicine as if it were aspirin, for the relief of symptoms. The fact is, the only way to know if your blood pressure is up is to have it measured by someone specially trained to do so. High blood pressure is painless; it has no symptoms when it begins doing damage. And, the only way to treat high blood pressure is to follow treatment every day.

A third fallacy is that people think

Blood Pressure

hypertension—the medical term for high blood pressure—is related to nervous tension. Staying calm and relaxed is no guarantee against having high blood pressure. Patients should take their medication every day, whether they feel nervous or relaxed.

Finally, many patients believe that their doctor has given them a choice about treating their high blood pressure. The fact is, for most patients high blood pressure therapy requires daily medication throughout the rest of the patient's life. In addition to medicine, the doctor may recommend some other changes such as cutting down on salt, losing weight, and getting more exercise to help the medicine work more effectively. These recommendations are not substitutes for medication. It is important to do everything the doctor advises.

Tips on taking your medication

Taking your high blood pressure medication is very important in controlling your blood pressure. But many people find they have difficulty in sticking with their drug regimen.

—Mary E. wants to take her blood pressure medication four times a day as the doctor prescribed. But with her hectic work schedule and family demands, she sometimes forgets to take the right pill at the right time. She also forgets to renew her prescriptions before they run out.

—Jim R. feels good because he thinks he's following the medication plan his doctor gave him. But the truth is, Jim isn't taking all his medicine often enough. He isn't forgetting it; he just doesn't understand what each pill is for and how often to take it. He's also taking a non-prescription decongestant that's interfering with his high blood pressure pills.

—Jack S. has been following the doctor's prescription and his blood pressure is returning to normal. But, he becomes annoyed by minor side effects and stops his medication. The side effects go away, and he feels fine. But his blood pressure once again starts to climb.

—Susan V. has five children, and her husband is out of work. She wants to take the medicines the doctor prescribes, but she can't afford them. And, she doesn't want her husband to worry about the medical bills.

The following suggestions can help make it easier to take your medication every day.

- Associate taking pills with your routine activities. Many patients take their medication when they brush their teeth, when they shave, when they eat breakfast, or at some other times which are a part of their regular daily life. Others mark a medication calendar or keep their pills in a place they can't miss. You can make the same kind of associations to remember prescription refills. Remind yourself when you pay a certain bill each month, or go to the pharmacy the same day every month, such as the first or last day.
- Make sure the doctor's explanation of how often and when to take medicine is clear. Go over it with her or him, and write it down if necessary. Don't be afraid to ask questions, or to re-check the plan with the doctor if there's any uncertainty. Check with the doctor, nurse, or pharmacist before taking any other medicines. Many medications, like Jim R.'s decongestant, stop high blood pressure drugs from working the way they should.
- Never stop taking medication without talking to the doctor. If drug side effects are a problem, let the doctor know. In almost all cases a change in dosage or medication type can take care of it. Sometimes something as simple as getting up slowly can stop the kind of dizziness Jack S. felt when he rose too quickly. In those cases where minor side effects can't be eliminated, decide what's most important to you. A longer, healthier life is worth learning to live with some side effects.
- If finances are a problem, let your doctor know. Get advice on sources of assistance in your community. Work with family members to fit high blood pressure treatment into the budget. Your health is a very high priority.

Eating right can help

If you have high blood pressure and are overweight, losing weight may help your medicine work better. Some people are also helped by cutting down on salt. Doctors have found that some people with high blood pressure who watch what they eat need less medication, because proper diet makes their drugs more effective. In a few cases, eating right helps people lower their blood pressure without any medication at all. Your doctor will know what part losing weight and cutting down on salt should play in your treatment.

Changing your eating habits is the best way to get and keep weight off. Crash programs, or fad diets featuring a limited variety of foods, may take off pounds in the short run. Over time, however, only a balanced diet and good eating habits will keep weight down. To be effective your new eating patterns should be followed for life—just like all high blood pressure treatment.

Like losing weight, cutting the use of salt and other products that contain sodium can help some patients reduce the amount of medication they need. By limiting sodium intake, some patients can lower blood pressure without taking medication.

Eliminating table salt as a seasoning is a good first step in cutting your sodium intake. But sodium is found in other things we eat too. It is included in almost every kind of processed food: baked goods, lunch meats, canned and frozen foods, cereals, candy, cheese, condiments and ice cream. Restaurant food, especially fast food, is often high in sodium. Many medications, particularly antacids, cough medicines and laxatives are also high in sodium.

What can you do to help reduce the amount of sodium you eat? Use more fresh fruits, vegetables and meats, and don't add salt in cooking or baking. A taste for salt is acquired. The less you use, the less you'll want. Read labels on all processed foods to check for sodium.

Ask restaurants not to add any salt to your order. Avoid salty snacks like pretzels, potato chips and corn chips. With few exceptions, people who watch their weight find their sodium intake goes down at the same time. Before buying any non-prescription medicine, ask your pharmacist to suggest low sodium products.

It's Your Choice

As a high blood pressure patient, you are an active partner in your own treatment.

If you have high blood pressure, don't let these dangerous misconceptions, medication slips and slidebacks, weight or dietary problems lead you into a disabling illness or early death. By following your doctor's treatment program, you can bring your blood pressure into the normal range and can continue your normal activities for the rest of your life.

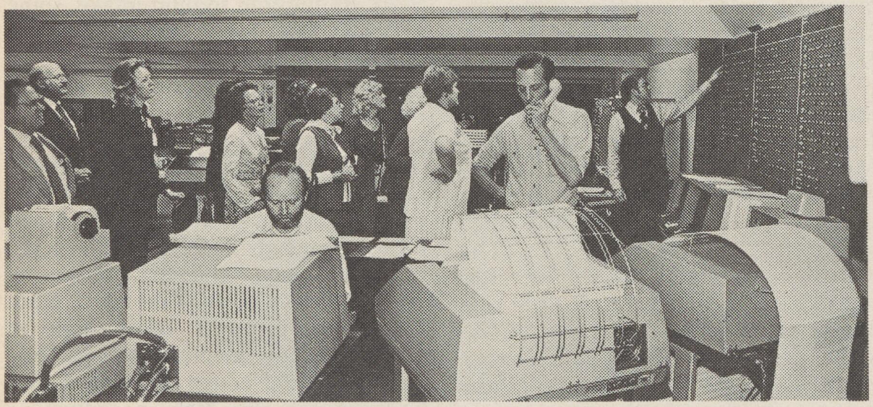
J.C. 80 Delegation Visits IBT

"THE workshop taught me many things; I am looking forward to utilizing the information and suggestions . . . All those who took time from their duties to lecture, answer questions, and give us departmental tours were great . . . My only regret is that time passed too fast . . . With this training, personnel from any local union would come away from Washington with a new outlook on our International Union and the people who so ably conduct the work for them."

These were just a few of the comments expressed by a group of Teamster women after visiting headquarters recently for a three-day seminar about the International Union.

They came from eight local unions affiliated with Dallas, Texas Teamster Joint Council 80, and visited Washington at the request of Charles E. Haddock, its secretary-treasurer.

During their short Washington visit, the group of nine women had a hectic, action-packed schedule, which included full-day sessions at the Teamster workshop where they went through an accelerated course on International operations. They also enjoyed a special privately arranged tour of the White House and lunch with General Secretary-Treasurer Ray Schoessling and IBT staff personnel.



The group toured Teamster headquarters, accompanied by Ann Derfler of the organizing department, who coordinated their visit from start to finish, aiding Joe Allgood, assistant director of organizing.

Several areas covered during their visit seemed to interest the women most. TITAN was one of these. While the Texas locals haven't yet converted their equipment from TITAN I to TITAN II, they did receive a thorough orientation on the benefits the improved system will provide. They also provided a lot of valuable input from the field on modifications they'd welcome in the equipment.

The group also found discussions with Pat Reynolds about out-of-work benefits and with Ann Thompson about the research facilities available to assist them at contract time of great interest.

Many of the women attending the session remarked that although in some cases they've had a years-long relationship talking via phone to some of the personnel at headquarters, few of them had ever had occasion to meet the staff personally before, and this was something all welcomed. It also made their jobs easier, they remarked, since they'd know who to call to resolve specific problems.

Among the participants at the seminar were: Mary Jane Cox, Local 745, Dallas; Nell Oxford, Local 47, Ft. Worth; Gladys Gauggel, Local 19, Grapevine; Jackie Messer, Local 767, Arlington; Carol McDaniel, Local 997, Ft. Worth; Sherry Ellison, Local 941, El Paso; Linda McCown and Debbie Shannon, Local 577, Amarillo, Texas; and Pamela Skinner, from Local 568 in Shreveport, Louisiana. The group was accompanied by Business Agent L. Z. McCoy from the Joint Council during their trip.

IBT SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

TRUCK SAFETY REGS. TAKE EFFECT

APRIL 1st was an important day for thousands of American truck drivers. It marked the first effective day of new Federal Motor Carrier Safety Regulations dealing with vehicle inspection, maintenance and repair.

Among the key provisions of these new regulations is a requirement that the vehicle inspection report of the previous driver be kept on the power unit for the review of the next driver. This rule allows a driver to see whether safety problems experienced by the last driver were adequately examined and resolved by the carrier.

However, some interests in the trucking industry have tried to turn this new workers' right into a bad April Fool's joke. Shortly before April 1st, the United Parcel Service brought suit against the Federal agency responsible for adopting and enforcing the new rule, the Bureau of Motor Carrier Safety (BMCS). UPS, in its brief to the D.C. Circuit Court of Appeals, claimed that requiring an on-board vehicle inspection report was, "arbitrary, capricious, and without rational basis, in that it imposes unnecessary and burdensome recordkeeping requirements which do not relate or enhance vehicle safety."

UPS asked the court to do two things. The first was to review the regulation and strike out the on-board inspection report provision. The second motion asked for a delay in the effective date of the report rule until the court reached a final decision on the validity of the regulation.

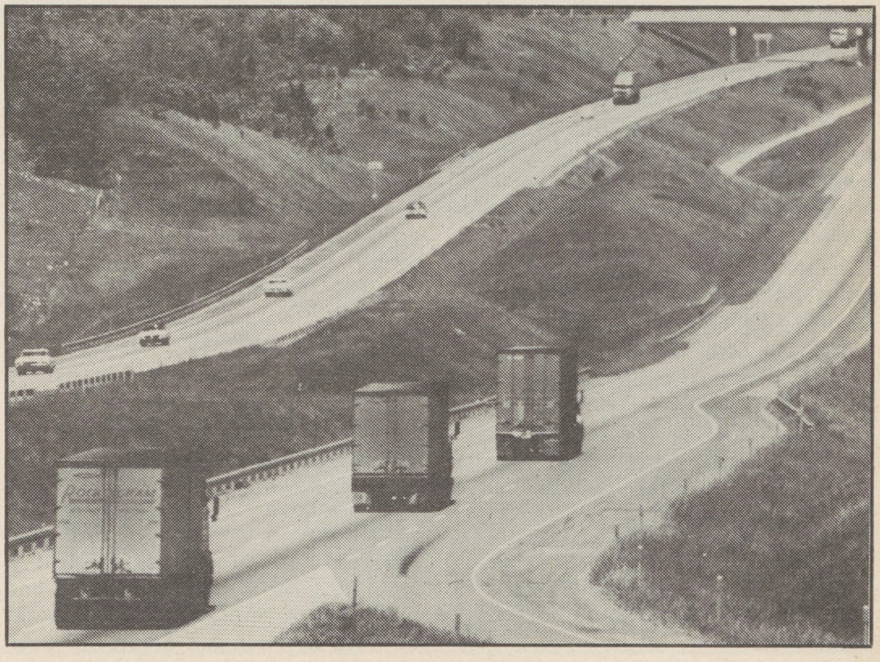
In a ruling issued just before the April 1st effective date, the court refused to delay the reporting rule. Therefore, for the moment at least, all commercial vehicles which operate outside the boundaries of a city commercial zone must carry the vehicle inspection report from the previous trip. However, the court has not yet made a decision concerning UPS' request for a review of the regulation; it has only allowed the rule to take effect while it deliberates the case.

The IBT joined BMCS in filing papers in opposition to any change or delay in the regulations. The government brief pointed out that during the mid-70s, between 20 and 25 percent of all vehicles inspected were placed out of service due to serious mechanical defects. By 1979, that out-of-service percentage had risen to nearly 40 percent. The new regulations, said BMCS, are an attempt to reverse this trend.

In affidavits filed with the IBT brief, Safety and Health Director R. V. Durham and officers and members of Local 639 in Washington, D.C., described in detail the sad state of vehicle maintenance in many operations, and the proven need for an on-board inspection report requirement.

Durham's affidavit pointed out what is common knowledge to most truck drivers: "The problem, in my view, stems from basic economics. Service generates revenue and safety does not. Service and safety often come into conflict with one another, as equipment must be available for scheduled transportation. In a pinch, it is likely that service considerations will prevail. Equipment will be placed in service without needed maintenance on the theory that the repairs can wait until it returns to the garage."

The new BMCS regulations provide an important safeguard against such vehicles being operated. Drivers now are aware of problems discovered on the previous trip and whether repairs were effected.



WHAT CONSTITUTES SAFETY?

EVER since Senator Richard Schweiker (R-Pa.) introduced S.2153, the "OSHA Improvements Act of 1980" late last year, charges and accusations have filled the air, leaving many people uncertain of exactly *what* the bill would do.

In essence, the bill would exempt workplaces regarded as safe, from all general schedule OSHA safety inspections and from most complaint safety inspections. Health inspections and health enforcement proceedings are not directly affected. State worker's compensation agencies would report to OSHA which workplaces in their state had no occupational injuries the preceding year. On the basis of this information, OSHA would then notify these businesses of their exemption from safety inspections.

If a workplace was not able to qualify for exemption based on the worker's compensation figures, an employer would be able to obtain exemption by filing an affidavit with OSHA, stating a low number of lost workday injuries relative to size, as determined by a table in the bill. For example, if a workplace employed 400 people, and had less than ten lost workday injuries between April 1st and March 31st, it would be eligible for exemption.

In addition, exempt workplaces would also be exempt from penalties for serious and other-than-serious safety violations if they had advisory safety committees and a regular consultation program *or* if the employer had ten or fewer employees.

The bill has a number of other, more technical provisions dealing with workplace definition and the like. If passed, the bill would take effect on January 1, 1981.

Supporters of the bill have made many claims about what the bill would do, among them:

"S.2153 will target OSHA safety enforcement inspections to the most hazardous workplaces."

"S.2153 will preserve OSHA protections for all workers by specifically permitting inspections in all workplaces to resolve employee complaints."

"S.2153 encourages more safety programs, especially employee safety committees."

WHAT'S THE TRUTH

—One of the central features of the Occupational Safety and Health Act is its equal application to all private employers. S.2153 would undermine this central feature by exempting certain employers from the full thrust of OSHA enforcement efforts, thus diminishing employer compliance with the Act's requirements.

—OSHA exists to *prevent* injuries and illnesses by eliminating workplace hazards. S.2153, on the other hand, would permit general schedule inspections only after a certain number of injuries have taken place. Rather than focusing on the causes of accidents—the hazards, the bill concentrates on the after-the-fact result—the accident.

—S.2153 allows safety inspection exemption for employers with low accident rates for the preceeding year. That low rate may reflect that the employer was *lucky*, not that his workplace lacked hazards. Further, the low accident rate during one year doesn't indicate a lack of future hazards, especially if new, more dangerous machinery, materials or methods are introduced.

—S.2153 would take the teeth out of OSHA's deterrent effect. OSHA has millions of workplaces under its jurisdiction, but its compliance officers can only inspect a very small percentage each year. Therefore, it must rely on the chance of a surprise inspection to keep employers in compliance. Employers who knew that they were free from general safety inspections, as provided by S.2153, may very well relax their OSHA compliance efforts.

—S.2153 uses workers' compensation and last workday statistics to provide safety inspection exemptions for certain workplaces. OSHA currently uses such information in conjunction with other data to target its inspection efforts. But each state has different workers' compensation reporting standards, resulting in far different statistical information.

For example, in California, *all* lost workday accidents are reported to the workers' compensation program. But in Michigan, a worker must lose *eight* days of work before the incident is reported. Therefore, an injured employee could miss almost two weeks of work in Michigan before his accident would count against his employer's OSHA exemption.

—S.2153 supporters say it will have no effect on health enforcement. But that statement ignores the fact that many health inspections come as the result of referrals from inspectors making safety inspections. During 1979 over 1,300 such "referred" health inspections were made. If 90-95% of all workplaces were exempt from general safety inspections under S.2153, how many of these health inspections would take place?

—One of OSHA's best tools in finding workplace hazards is the worker complaint. Under S.2153, before OSHA could inspect an exempt workplace in response to a worker's complaint, they must first check with the employer (except in imminent danger cases). If the employer gives OSHA "satisfactory assurances" that the hazard has or will be adequately taken care of, OSHA would be barred from conducting an inspection.

—S.2153 exempts workplaces, but most of the statistical information it needs is compiled by *employers. Therefore*, accurately determining which workplaces would be exempt would be extremely difficult, if not impossible.

—S.2153 defines "workplace" in rather vague and loose terms. Its definition would allow employers to combine different locations into one "workplace" or separate a single location into several workplaces, whichever is necessary to provide the widest possible exemption. Such maneuvering would allow an employer to "hide" a highly hazardous operation from OSHA safety inspections by including it in a larger, safer workplace.

The above paragraphs point out only a few of the flaws in S.2153. In recent years, under effective administration, OSHA has become a vital resource in organized labor's struggle to make American workplaces safer. And for the millions of workers without the benefits of union representation, OSHA enforcement may well be a matter of life or death.

However well-intended S.2153 may be, it represents the gravest threat to a worker's right to a safe workplace in the last ten years. Senate hearings on the bill are beginning as the *International Teamster* goes to press. Organized labor, including the IBT, is preparing to fight this one to the end.

ACTIVE IBT LOCALS

BUFFALO, NEW YORK

It's A Sweet Victory After 16 Years of Trying

For Teamster Local 476 of Buffalo, N.Y., victory was especially sweet when it came at the Dunkirk Ice Cream Company, Inc., after organizing attempts that spanned a 16-year period.

The Teamsters' affiliate recently organized 154 production, cooler and maintenance employees and signed its first three-year agreement with the company on their behalf.

Teamster attempts to organize Dunkirk began as far back as 1963, when the late Larry Korn of now-defunct Local 39 launched his first attempt to organize the unit.

Out of three attempts, the latest in 1973, the local only once got as far as an NLRB election, and in that attempt to represent 45 drivers, was beaten badly.

During the same period, both the Amalgamated Meat Cutters and the United Steel Workers also attempted to organize the firm, in their cases excluding drivers and going only for the production unit. Again, efforts only resulted in walloping defeats.

At the end of 1978, Local 476 President David W. Russell Jr. reports, a committee of production workers *again* contacted the Teamsters, asking for help in forming a bargaining unit.

Officers of the N.Y. local and representatives of the Eastern Conference sat down with the workers, explained what the Teamsters Union could do for Dunkirk employees, and pinpointed difficulties that lay ahead in the organizing effort.

As 25 workers filed out of the first meeting, they left behind 25 signed authorization cards, thus kicking off what was finally to be a successful organizing campaign.

After the drive began, Russell adds, officers of the local approached Dunkirk's drivers, but they "wanted nothing to do with Local 476 or any other union," preferring their own years-long status as a drivers' association.

"Based on this action," he adds, "we excluded the drivers and filed a petition for an NLRB election. After several appeals by the company, the decision to exclude the drivers was upheld by the labor board and an election was ordered.

The vote came in 74-to-69, in favor of the Teamsters.

Following still more objections filed by the company, the local union was finally designated bargaining agent for the Dunkirk workers late last summer.

And the rest is history. Local 476 went on to negotiate its initial agreement with the company for the production workers last fall.

Then, with a vote of 80 to 23, workers overwhelmingly ratified the pact, which was signed by the company late last year.

The whole episode just goes to show that where there's a will, there's a way.

Russell notes that the successful election victory would never have been possible without the "yeoman work of Jack Rose and his in-plant organizing committee."

As the Teamster leader declared recently: "Without them, this election could not have been won."

PITTSBURGH, PENNSYLVANIA

Joint Council 40 Retirees Are Active

Teamster Joint Council 40's retirees have had their own retirees' club for five years now, and boast a membership of 1,500 to 1,800. And that membership grows each month.

Officers of the Pennsylvania group recently visited IBT headquarters, where they visited with General Secretary-Treasurer Ray Schoessling and formally requested the establishment of a national retiree division for Teamsters.

The J.C. 40 group also reports that one of its active interests is encouraging members to bring in their old photos of trucks and teams to serve as a living heritage of the Teamster tradition.

1. Here, J.C. 40 retirees attend one of their monthly meetings.

2. Joint Council 40 Retirees' Club officers include, from left to right, seated: M. Lehman, recording secretary; F. Gelzheiser, president, and J. Ryan, vice president. Standing left to right are: H. Woods, trustee; J. Ford, trustee; J. Macaluso, secretary-treasurer, and W. Kerr, trustee.

ACTIVE IBT LOCALS

HAGERSTOWN, MARYLAND

Local 992 Vindicated In NLRB Proceeding

Teamster Local 992 of Hagerstown, Md., reports that the National Labor Relations Board recently ordered the Martinsburg Concrete Products Company to bargain with the Teamsters' affiliate after months of delay.

Charges were brought against the West Virginia firm in April, 1979, after the company refused to bargain with the local union upon contract expiration and further refused to cooperate by providing the union with employee records of pay and hours requested for the year preceding the contract expiration date.

Upon investigation, the NLRB ordered January 22, 1980 that the company must recognize and bargain collectively with the local union, and should an understanding be reached, sign an agreement with it on behalf of the company's employees.

The company also was ordered to produce for Local 992's inspection employee records requested and "cease interfering with, restraining and coercing the employees in the exercise of rights guaranteed them under the National Labor Relations Act."

It's clear that some employers will try anything to avoid bargaining with a union; it's equally clear that Teamsters locals, at least, have no intention of letting them get away with it.

STATE COLLEGE, PENNSYLVANIA

Penn State Teamsters Win an Award

Thirteen members of Teamster Local 8, employees of Pennsylvania State University, were the winners in a recent arbitration. After being unjustly lowered to lower paying jobs, the workers approached their local, which initiated a grievance. Eventually, an arbitrator ordered the workers restored to their former pay grade, also awarding them more than $4,000 in back pay. Shown discussing the award here, from left, are: Local 8 President Earl Lutz, Teamsters Reuben Adams, John Timchak, Al Kerstetter and Local 8 Secretary-Treasurer Jeff McGhee. Other members who'll benefit from the grievance award include Harold Johnston, Robert Isaacson, Stanley Minko, Mitchell Finch, Robert Carles, Paul Rodland, Harry Butts, Roderick Barnaby, Elwood Houtz and Donald Vaughn.

NEW YORK, NEW YORK

Longtime Local 272 Officer Steps Down

Harry Bessler, for more than half a century an officer of Teamster Local 272 in New York City, recently announced his retirement and stepped down as secretary-treasurer of the Teamsters' affiliate.

Organizing was no easy task during the dark days of the Depression when Bessler and a handful of colleagues decided that if they were ever to win equity from their employers, they'd have to join forces.

Forming Local 272, they pressed forward in their battle to gain better pay and benefits, and 51 years later, the 4,000-member-plus strength of the N.Y. local union attests to the success of their efforts.

In addition to his work with Local 272, Bessler also served for many years as an executive board member of N.Y. Joint Council 16. He's also been active in Teamsters Lodge 2201 of the B'nai B'rith organization.

Although he undoubtedly will continue to assist Local 272 in any way he can during his retirement, Bessler leaves behind a tradition of service and dedication it'll take a long time to match.

UNION CITY, NEW JERSEY

Teamsters Prove They Have Tug Power

It was a clash of wills and strength and a test of union pride when Teamsters of New York and New Jersey affiliated with Joint Council 73 pitted their strength recently against representatives of the International Longshoremen's Association.

A jurisdictional dispute? No, a first-ever tug-of-war sports clash that took place at Stevens Park, Hoboken, N.J., on March 22, 1980.

Victory came quickly to the Teamster team, as team spirit pared down the usual 10-minute competition time to 2 minutes, 13 seconds. Organizers of the competition had warned that the event would take place "rain or shine," and held it was, even though there was a lot more rain than shine. Sloughing through the mud, it seems, just made these Teamsters more determined to get out of it quickly.

Teamster Coach Mike Sciarra and Assistant Coach Stanley 'Stash' Jaronko congratulated the Teamster champs on their victory saying: "We're proud of you."

Co-chairmen of the event were Joint Council 73 President Sam Provenzano and ILA General President Thomas W. Gleason.

1. Here, the Teamster team prepares to battle it out to victory. Philip Provenzano of Local 560 is lead man of the Teamster team.
2. The ILA team (pictured) gave them a real run for the money.
3. Here the victorious Teamster team and its loyal supporters celebrate their victory.

2.

1.

3.

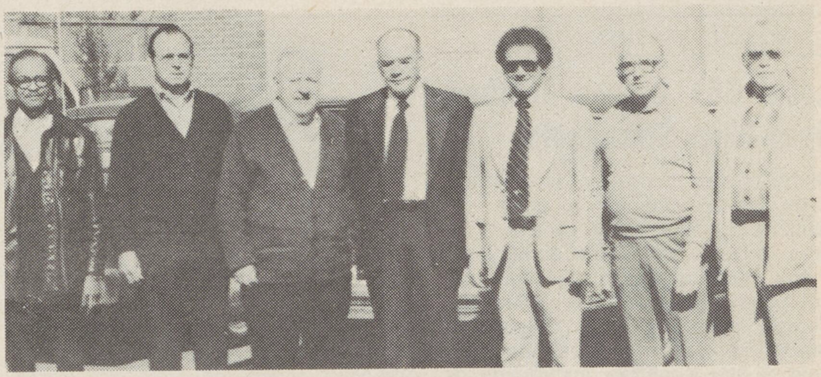
RICHMOND, VIRGINIA

Local 592 Inaugurates Its Retiree Chapter

Deciding that its retired members were a resouce too valuable to be squandered, Teamster Local 592 of Richmond, Va., recently began a retiree chapter, with resounding success.

More than 114 Teamsters have joined the chapter since it was founded in late January and all have expressed their willingness to "assist the local in any way they can."

The chapter's newly elected officers, shown here from left to right, include: Lucius Holmes, trustee; Edward L. Southworth, trustee, Thomas J. Smith, Sr., vice president; John E. Maddox, president; Ronald M. Jenkins, president, Local 592, congratulating the new officers; Claude T. Greenstreet, recording secretary, and Hayes O. Adams, trustee. Albert E. Conyers, Sr., secretary-treasurer of the retiree group, isn't shown.



ACTIVE IBT LOCALS

RACINE, WISCONSIN

Teamster Retiree Writes of Truckers' Kindness

John Ketarkus, a retired member of Teamster Local 43 in Racine, Wisc., wrote *International Teamster* recently to commend two drivers who came to the aid of his daughter recently, not suspecting that her dad was a Teamster.

Mighty proud of the two drivers, Ketarkus wasn't about to let the incident go uncommended.

As he recounted the story, his 19-year-old daughter was traveling on the road to Chicago one cold wintry night last February, when she noticed a semi behind her, flashing its lights and blowing the horn. Terrified, she continued on her way for several miles, afraid to stop. Finally, the semi pulled in front of her and began slowing down, while another rig appeared at the rear, its lights flashing.

The girl drove onto the shoulder of the road and stopped.

Both drivers approached her car to warn her that it was steaming. It seems she had recently had a new thermostat installed, but the mechanic had failed to tighten one of the hose clamps.

The two heroes of the incident took the time to tighten the clamp, refill the radiator, and even put an extra gallon of water in the back seat—all of this in freezing temperatures and on their own time.

Ketarkus lauded the two men—Cal Rosser, an independent trucker from Chicago, and Eugene Gutenberger, a Milwaukee driver who hauls steel for Checker Trucking Co. "These two men deserve far more than my grateful appreciation for their kindness to a terrified teenager," Ketarkus said. "But it's just what I would have expected from fellow truckers."

CHICAGO, ILLINOIS

Spiegels Teamsters Okay A Record Agreement

This negotiating committee of stewards representing Teamster Local 743 members at Spiegels, the Chicago-based mail order company, recently recommended approval of a new three-year agreement with the company which included pay increases and many improved benefits and job conditions. The package was overwhelmingly ratified by the members in a 1,308 to 201 vote. Present as the agreement was signed into effect were Local 743 President Donald Peters and Local 743 Business Representative Elijah Buffington (right rear of photo, left and right), along with representatives of the company.

LEXINGTON, KENTUCKY

Local 651 Cracks Another Open-Shop Stronghold

Nicholasville, Kentucky, is not exactly fertile land for a union organizer. In fact, until recently, no area industry had union employees.

Not that the union message has not been circulated in Nicholasville. Three National Labor Relations Board representation elections were held at the Kentucky installation of Sargent and Greenleaf there upon petition of the United Auto Workers.

But the results were always the same. Workers voted for no union.

Then, under the direction of Teamster Local 651 President Ken Silvers, another organizing drive was begun among Sargent and Greenleaf employees. Local 651 signed up the necessary workers and petitioned the NLRB for an election.

SARGENT & GREENLEAF

The result: Employees of Sargent and Greenleaf are now members of Teamster Local 651, and the local union is in the process of preparing to negotiate a contract.

So, another bastion of open shop has been cracked, and Teamster organizers did it.

FRANKFORT, KENTUCKY

Time to Stand And Be Counted

When the Kentucky state legislature began considering bad legislation concerning unemployment benefits and workman's compensation, organized labor in the state rose up in arms.

Nearly 15,000 workers gathered in front of the state capitol in Frankfort, in one of the largest demonstrations in state history.

Teamster members turned out en masse to deliver the message to state politicians. They joined members of the United Auto Workers, the Mine Workers and affiliates of the AFL-CIO.

Among the main organizers of the demonstration were Local 89 President Marion Winstead and Secretary-Treasurer Norman Hug.

Commenting on the affair, Winstead said, "We are seeing an awakening among the ranks of organized labor. We are seeing workers who realize that what they worked for over the years can be wiped out by one piece of bad legislation. It seems to be only the beginning of things to come if the politicians continue to take workers for granted, reasoning that they are too tied up with their jobs to take a meaningful part in the political process."

1. An overall scene of the demonstration, where 15,000 unionists made their message clear.

2. Not even crutches could keep this Teamster from expressing her view.

3. Members of the Local 89 contingent.

TEAMSTERS LOCAL 89
3

Save Comp.
TEAMSTERS LOCAL 89
2

ACTIVE IBT LOCALS

PORTLAND, OREGON

Former Int'l Rep. Dies in Retirement

Teamsters from the International Union and across the nation joined recently in mourning the sudden death of former Teamster International Representative Clyde C. Crosby, 64.

Crosby had served as representative for the state of Oregon for 25 years before his retirement in 1978, but not even retirement could keep local union officers from the west from calling on his expert assistance when needed.

Beginning in the Teamsters working in the city pickup and delivery sector of the freight industry, Crosby later became president, business representative and eventually secretary-treasurer of Teamster Local 162 before being tapped in 1954 as an International Representative.

LOS ANGELES, CALIFORNIA

$28,000 Backpay Award Vindicates Employee Rights

These Teamsters, shown here with Local 595 Dairy Division Director Phil Maloney (seated third from left) are $28,000 ahead, thanks to the support of their local union.

All six were discharged by their employer, Carnation-Glendale, recently for refusing to work a scheduled day off. Following presentation of their case, however, an arbitrator ordered all reinstated to their positions complete with seniority, backpay and all benefits. From left are the affected workers: Patricia Aboltin, Grace Elias, Roosevelt Hartfield, Rubin Daniels and Rosalie Tiffany. Standing is Jose Ulloa, Local 595 business agent, who assisted in the case. Missing but involved in the award is Shirley Williams.

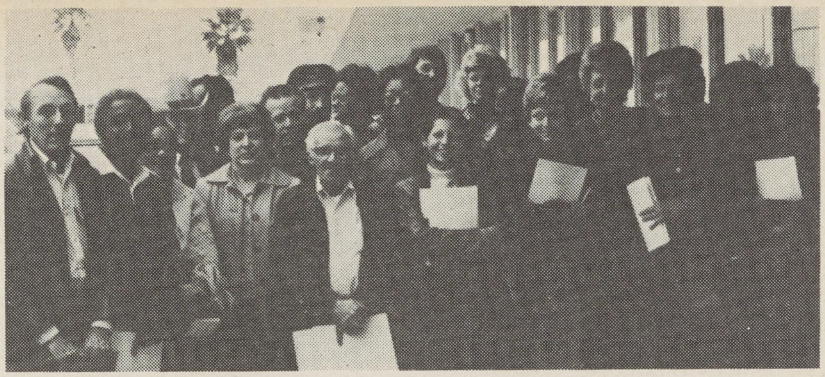
LOS ANGELES, CALIFORNIA

Teamsters Go to Bat for Calif. Members

When Automotive Local 495 members Joe Martinez and Manuel Caunan (second and third from left) of Avis Rent-A-Car were unfairly discharged, Local 495 Business Agent Beto Rey (left) processed their grievance to a successful conclusion, netting the members a combined award of $5,484 plus job reinstatement with seniority. At right, Local 495 Secretary-Treasurer Karl Ullman congratulates them as they receive their checks.

HOUSTON, TEXAS

Lipton Tea Workers Pen Their First Pact



These members of the in-plant organizing committee from Lipton Tea's Galveston, Tex., plant couldn't be happier now that they're Teamsters. They just helped negotiate their first two-year agreement with the company since voting for representation by Teamster Local 1111 of Houston, and here, hold their first union contracts.

"This is an outstanding accomplishment for a first contract," said Local 1111 Secretary-Treasurer Ralph Waymire recently, noting that workers won hefty pay increases, a cost of living index, the right to job bidding and 11 paid holidays, among other benefits.

He credited Recording Secretary Lynn Wells for an excellent job in heading both the organizing campaign and the bargaining committee, and the plant's workers who made the win possible.

Victory came, Waymire noted, "following four unsuccessful attempts by other unions over the past 10 years."

BRADENTON, FLORIDA

Tropicana's Drivers Are Tops in Safety

Recently, 69 intermediate drivers from Tropicana Products, Inc., were awarded jointly more than $8,725.00 in special merit awards for some 407 man years of safe driving by their employer. More than 1250 Teamsters are employed at the Florida plant.

Here, Local 173 Business Agent Earl Newkirk congratulates two Local 173 members and brother Teamsters—Willie E. Smith (center) and Willie McCauley (left)—each of whom has a 23-year safe driving record. Both men received the top award of $500 bonds for their efforts.

CHICAGO, ILLINOIS

Teamsters Prepare to Tackle New Wards Contract

Thirteen thousand Teamsters were well represented when the Teamsters' Montgomery Ward Council met recently to develop demands for a new contract to replace the one which expires on July 31.

Representatives from Teamster local unions with Ward employees as members acted on hundreds of suggestions from the rank-and-file. The package will be presented when negotiations open.

Council members, pictured here, include in the first row, from left: Tom Rodgers, Teamster Local 542; Don Rognstad, Local 120; Donald Peters, chairman of the council, Local 743; Gayle Crawford, Local 838; Bill Mackey, Local 294; Fred Killen, Local 590; Don Jerome, Local 452; Harold Bedell, Local 210; Jack Lester, Local 206; Roy Jackson, Local 743; Les Atterbury, Local 89. Second row, from left: Jerry Quakenbush, Local 542; Ray Frankowski, Local 986; Paul Butcher, Local 175; Al Costa, Local 853; John Harren, Local 986; Bob Cain, Local 160; Ed Corvello, Local 853; Jack Esser, Dave Sommerville, and Bob Coy all from Local 243; Jerry Younger, Local 554; Dan Darrow, Local 348, and Richard Marunich, Local 767. Kenneth Hester, a council member from Local 743, Chicago, took the photo.

CONSUMERS' CORNER

THE U.S. Consumer Product Safety Commission calls smoke detectors, "one of the most significant improvements in home fire safety ever to occur." Yet only a fraction of American households have installed even easy to put-up-yourself devices. According to the Commission, too few Americans recognize the danger of death from nighttime fires.

Current figures on home fires show a national total of nearly 7,000 fire deaths and over 300,000 burn injuries. Fire prevention experts believe at least half and up to 85 percent of those affected would have been prevented by early alarm warning systems.

Recent year-end reports from state fire marshals in California and Maryland have drawn attention to significant drops in numbers of lives lost where fire detectors were installed. Figures released by the Ontario Housing Corporation of Canada, which supervises 82,000 housing units—all equipped with detectors—follow similar lines. The Corporation, in investigating fires that did occur, concluded there would have been single or multiple loss of life in one-third of the fires had detectors not been used.

Because of such compelling statistical evidence, more and more states and municipalities are adopting requirements for detectors in new construction. Many are even considering their installation as a requirement in a house sale. Those communities which have been experiencing numerous fires in older multiple dwelling units also are beginning to require detector installations as life-saving measures.

The detectors work on two principles: ionization and photoelectric. Both emit a loud alarm when activated. The newest models combine both detection modes. Only recently introduced by two manufacturers, the combination models are not widely available, but can be ordered. They are expected to retail in the $30 price range, though discounters may offer lower prices.

The most widely available and least costly detectors are the ionization types, which are particularly sensitive to the smaller smoke particles given off by hot fires. These models carry price tags of around $25, but are discounted as low as $10. Some include manufacturer's rebates of up to $5. A newly introduced ionization model, which also features an escape light, sells for around $35, discounted as low as $24 plus rebate. Most models are battery-powered. The batteries have about a one-year life. A backup beeper warning system notifies householders when replacement batteries are needed.

Photoelectric models sense light reflected by larger smoke particles tending to occur in cooler, smoldering fires. They usually operate on line current, but some models also have backup battery features. Priced at about $30 retail, they have not been too widely available because most retailers prefer to stock the lower-priced models. They can be found in mail order catalogs such as Sears Roebuck's. These sometimes require an electrician to install.

A new and particularly useful $40 dual alarm is available as a portable detector for travelers. Designed to hang over hotel/motel room entrance doors, it has an alarm which buzzes if an intruder is attempting to break in. A second alarm buzzes when triggered by smoke.

Also on the market are heat and gas detectors. Experts believe the gas detectors should have wider use, especially in any home which uses gas furnaces and appliances.

Some anti-nuclear groups had contended that ionization type detectors presented radiation problems. However, a report done for the U.S. Nuclear Regulatory Commission by Science Applications, Inc. of La Jolla, Calif., found 14 million such detectors, enough to protect the homes of 21 million people, would create a fatal cancer rate risk of 0.1 percent. The study showed there was a "relatively small risk" involved in ionization chamber devices.

Fire departments in both large and small cities are encouraging greater community awareness of the smoke detector's life-saving potential.

A Long Island fire department has an every Thursday night "cost sale" of fire detectors. Residents may purchase one or more detectors for home use at manufacturer's cost and the fire department will advise not only where to install them but advise on installation.

Joseph Johnson, Vice President of Baker Industries, parent company of Wells Fargo Alarm Systems and an international fire safety engineering expert, states: "Ionization detectors are the most researched consumer product ever sold—They have been tested in every country in the world wherever sold."

Charles Zimmerman of the National Fire Protection Association states that all U.S. manufacturing is based on Nuclear Regulatory Commission standards which give an "unqualified—no danger" approval.

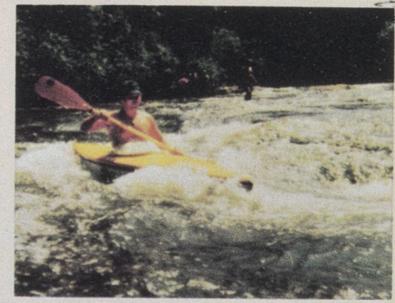
The Atomic Energy Control Board of Canada gives unqualified approval to normal disposal methods and says radiation dangers are "vanishingly small."

Consumers wishing additional information are referred to the U.S. Consumer Hotline: (800) 638-8326 for Maryland; (800) 484-8363 for continental U.S. In Alaska, Hawaii, Puerto Rico and Virgin Islands, call (800) 638-8333.

TEAMSTER SPORTS!

Scranton, Pa. Local 229 member Gary D. Brink, shown here aboard his competition tractor, enters his rig in 5,000, 7,000 and 9,000 open competition. A member of the National Tractor Pulling Assn., he routinely pulls a transfer sled weighing 80,000 lbs. along a 300-foot track. His tractor, Old Blue, was constructed from a Massey 44 rear with a 454 Chevy engine, developing 700 H.P. The Teamster is employed by Roadway Express.

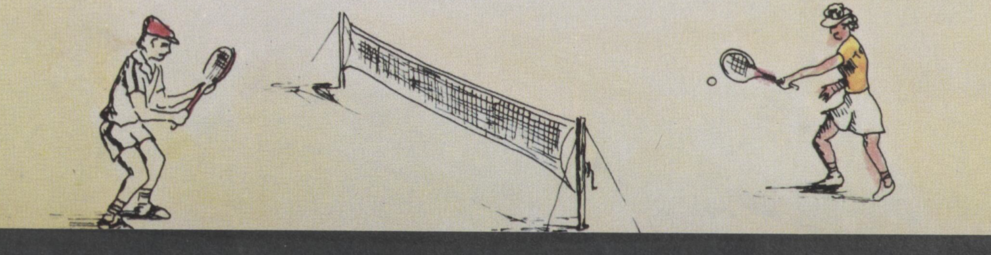
Freefalls are fun, at least according to Teamster Local 375 member Gene Sprada of Buffalo, New York. Here, Sprada is shown under his gliding type parachute a few seconds before landing. This daredevil has been jumping out of planes since 1966 and says he now has more than 704 jumps to his credit. Now, he's a Teamster you really could tell to take a leap . . . and he'd do it!



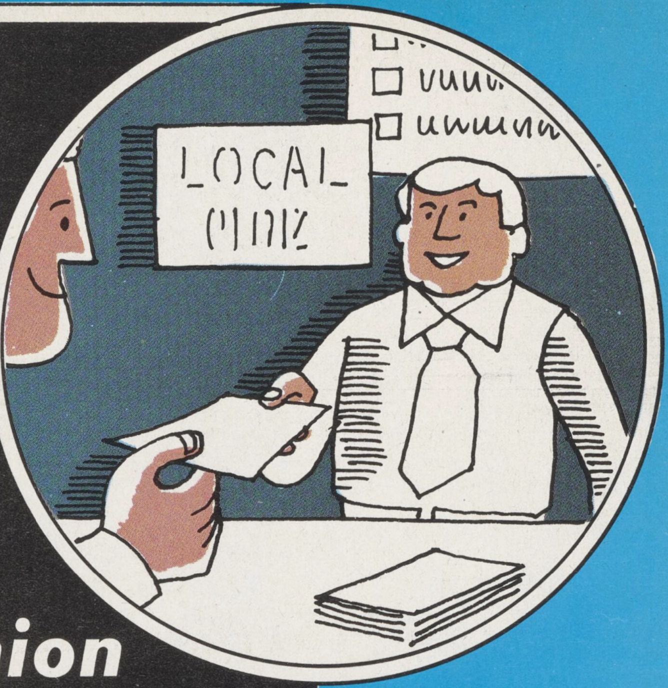
Teamster Local 325 member Terry Ressler from Belvidere, Ill., really enjoys the lure of the white waters. Here, he's shown kayaking on the Brule River in northern Wisconsin, but the Teamster also enjoys rubber raft trips and canoeing. Employed by Trout Air Freight, in Rockford, Ill., he drives a daily shuttle run from Rockford to O'Hare Airport in his on-duty hours.

→

Mark Jones, a member of Teamster Local 284 employed at Permacrete Products, Inc., is shown here with trophies won recently at the Ohio State Karate Championships where he took both first place and grand champion honors. The 19-year-old Teamster, who competes throughout Ohio, also took second place recently at a tournament held in Toledo.

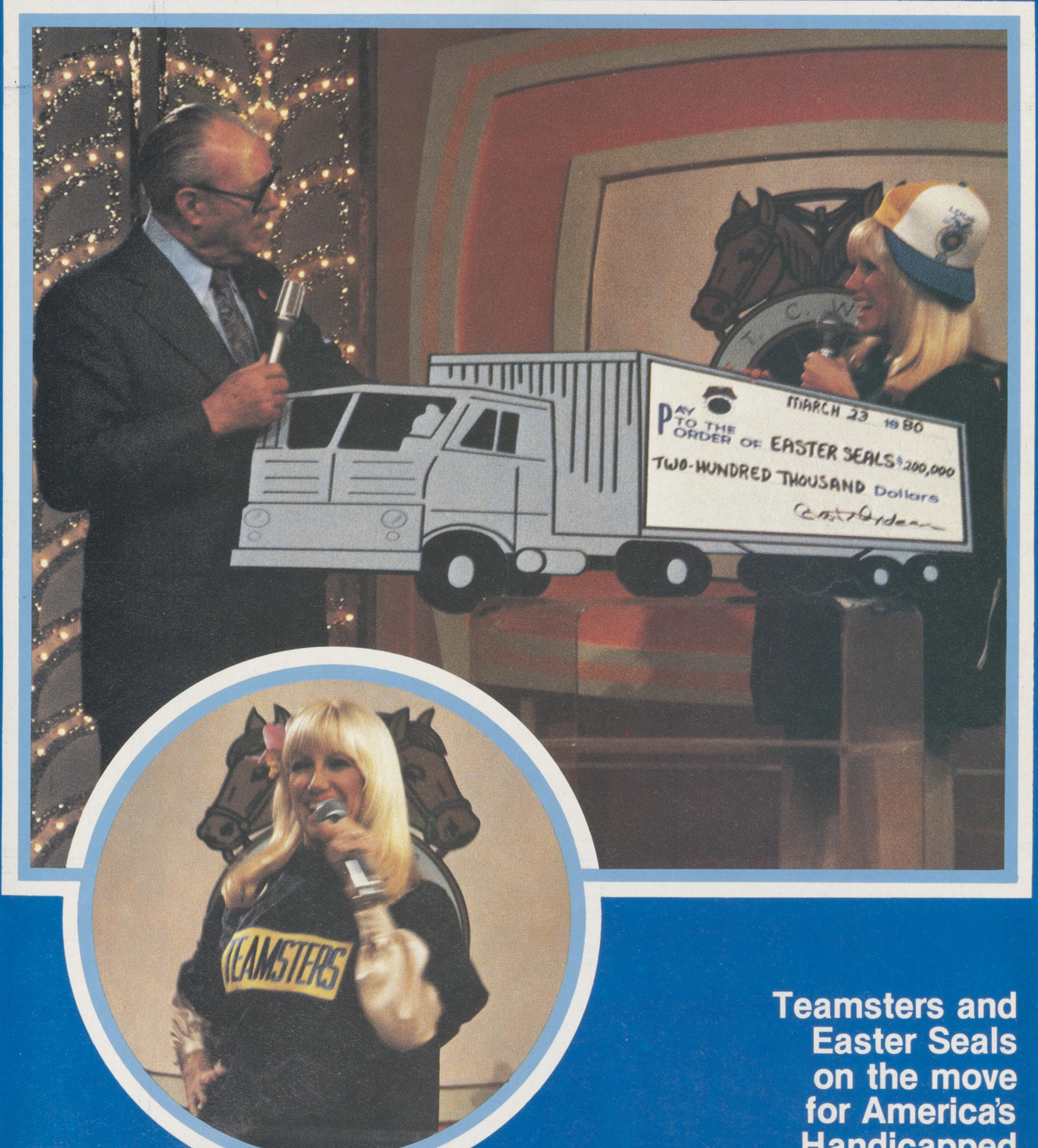


Get a Withdrawal Card from Your Local Union When Leaving the Craft



When You Move Notify Your Local Union of Your New Address

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
June 1980


MARCH 23 1980
PAY TO THE ORDER OF EASTER SEALS $200,000
TWO-HUNDRED THOUSAND Dollars
TEAMSTERS

Teamsters and Easter Seals on the move for America's Handicapped

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

BY THE TIME this month concludes some form of trucking deregulation legislation is almost certain to be history. We must make every effort in these last few days to make certain that the bill Congress passes does not destroy the jobs of our members.

Make no mistake, we are fighting for our lives, and we are certainly fighting for the livelihoods of many of our members.

In the Senate-passed bill, our worst fears were realized. The Cannon-Packwood bill is misguided and dangerous, allowing entry to anyone who is "fit, willing and able."

Legislation presently being considered in the House is not much better. Both the Senate and House bills would allow the ICC to continue its destructive policy of letting anyone with a truck solicit freight from shippers now served by our employers. I call them "mushroom truckers" because they will be springing up like mushrooms.

If the catastrophic provisions of the entry section remain in the House bill we very well could experience massive unemployment of many Teamster members.

Therefore, in addition to fighting against sections of the bill that are repugnant to Teamsters, we are insisting that the Congress enact a Labor Protection Provision to the legislation to provide some kind of protection for our people.

We will demand that the Congress at the very least provide substantial workers' protection for motor carrier employees who may lose their jobs or will be otherwise adversely affected because of changes that would take place if this legislation passes in its present form.

We cannot stand idly by and watch our members' job security be eroded away by the possibility of unfair and inequitable legislation in Congress.

Thus, our proposed amendment to the legislation currently under debate in the House will call for labor protection provisions similar to those that were incorporated in the Airline Deregulation Act and the recent railroad reform legislation.

Teamsters are not second-class citizens and we intend to get for our members the same protection and intended benefits that other workers have received through similar deregulation legislation.

We will fight for these rights for our members right up until the final vote!

Meanwhile, I urge all of you once again to write your Congressmen and let them know we are opposing deregulation and seeking protection for Teamsters' jobs. This may be your last chance to protect jobs.

We must wage this battle to the very end.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 6 **June, 1980**

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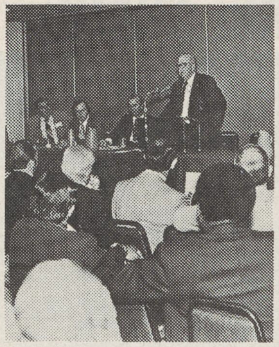
4

Easter Seal
EXPRE$
16

2 **Dairy Conference Studies State of Trade**
Kraft is a key topic of discussion

4 **Facing the Threat from the Union-Busters**
Eastern Conference Teamsters vow to win

6 **A Stewards' Seminar in Salt Lake City**
Stewards come from many crafts

7 **The 1980 IBT Scholarships**
10 high school seniors win the awards

10 **DEREGULATION is Just Around the Corner**
You can stop it with your letters

12 **In Washington at the IBT Workshop**
Participants learn about national security

13 **The Salesman: Teamster Retiree Charles Woodbury**
A look at the IBT and how things were

16 **Teamsters: On the Move for Easter Seals**
Our members have a lot of heart

20 **OLD GLORY: Long May It Wave**
The 'Flagman' believes in patriotism

ON OUR COVER:

IBT International Vice President George Mock was one of the Teamsters appearing on this year's Easter Seal telethon. On our cover, he is shown presenting the final contribution of the day to Telethon Hostess Suzanne Somers, star of Three's Company. For the final check presentation of the 20-hour program, Somers donned a Teamster jacket and hat given to her by previous presenters—Mike Riley, president of J.C. 42 and John Greeley, IBT warehouse director.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

DAIRY CONFERENCE STUDIES STATE OF THE TRADE

UNION PROGRAMS in the dairy industry, the state of the International Union, and employer-union relationships were aired at the late April meeting of the Teamster Dairy Conference.

John Thibeau, chairman of the Teamster Dairy Conference as well as director of the IBT Dairy Division, called upon the delegates to support a resolution passed by the policy committee regarding Kraft, Inc., that is, to seek a national master agreement with the company.

Thibeau said the Conference is now working to achieve such a goal. He added that the International Union's general executive board had agreed to help in the Kraft effort—which would include some organizing—provided the Teamster dairy affiliates uniformly join in the program.

General Secretary-Treasurer Ray Schoessling also discussed the Kraft campaign in his appearance before the 121 delegates attending an annual 4-day meeting in San Diego, Calif.

Schoessling noted there once were 5,700 Teamsters working for Kraft in Chicago, Ill., and then the company ran away down-state to avoid its obligations.

With the memory of the event clearly rankling, Schoessling declared: "It's up to the Dairy Conference to get into the cheese production plants in cooperation with the Teamster Warehouse Division."

Describing the Teamster Dairy Conference as "one of the greatest" in the IBT, Schoessling said the general executive board, after considerable discussion, agreed to aid the Kraft campaign provided the Conference rises to the challenge.

Schoessling also gave the delegates

Above, the Dairy Conference in session.

Here, Dairy Conference officers John Thibeau, Arthur Hademan and Anthony Carlino (left to right) discuss the agenda.

Speakers at the session included Teamster officers and International staffers. They included, top row, left to right: IBT V.P. Edward Lawson, IBT V.P. Harold Gibbons, IBT Secretary-Treasurer Ray Schoessling, Bakery Conference Director Howard Logan. Second row, from left: IBT staffer Richard Jasper, and IBT Warehouse Director John Greeley.

> ***"I think we all recognize now that your members —our employees— can be proud to belong to the Teamsters and, at the same time, be proud to be a part of Beatrice Foods. The two are not mutually exclusive."***

Jams L. Dutt, chairman of Beatrice Foods Co., speaking to Teamster dairy leaders.

a concise, up-to-date report on the status of the International Union, stressing that while raging inflation has affected the Teamsters Union as much as any other organization, the IBT nevertheless is in good shape because of careful administration and secure investments.

He said delegates to the International's 22nd convention next year will receive a full report of expenditures, as had been done in the past, and gave a preview of what can be expected.

For one thing, Schoessling said, the IBT has to date paid $52 million in out-of-work benefits since the last convention in 1976.

The effectiveness of the TITAN computerized system has helped to keep the IBT operating in the black. Schoessling said the phasing in of TITAN II promises an instant communication program providing speed and savings for the union and its affiliates.

There are some areas of unpredictability, said Schoessling, that can have a vital effect upon the Teamsters Union in the future months. He cited the possibility of trucking deregulation and increasingly serious inflation.

Schoessling spoke briefly about recent discussions with AFL-CIO representatives on the subject of reaffiliation with the federation. He stressed that whatever decision is reached by the Teamsters Union—should it come to that—must be determined by delegates to the IBT's convention in 1981.

Two International Union vice presidents appeared as guest speakers at the meeting: Harold Gibbons of St. Louis, Mo., and Edward Lawson of Vancouver, B.C.

Gibbons told the delegates that the labor movement needs to put more energy into political action with the aim of gaining the respect of Congress. "We have tremendous political victories available to us," he said. "We could turn Congress upside down."

Lawson, director of the Canadian Conference of Teamsters, reminded the dairy leaders that inflation and related problems being experienced in the United States also are common to Canadians. It would take work, he said, to overcome them.

George French, assistant to IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters, welcomed the representatives from milk locals. He encouraged them to stick together in coordinated bargaining efforts.

One of the most unusual presentations ever made before a meeting of the Dairy Conference came from an invited guest, James L. Dutt, chairman of Beatrice Foods Co.

When introducing Dutt, Thibeau noted that Beatrice Foods was the second largest employer of Teamsters (United Parcel Service, with more than 60,000 members, is first).

Dutt summarized a few salient features such as the fact that Beatrice Foods has 310 Teamster agreements covering more than 14,000 employees in production and distribution. They belong to 180 different local unions.

Because of this fact, said Dutt, "our relationship with the Teamsters is very important for the entire dairy industry. . . . Working together in this relationship with mutual respect, we've produced major advances."

Dutt said the basic elements of the Teamster-Beatrice Foods contracts have remained unchanged since agreement was reached originally in 1956. "The success of our master agreement," he said, "owes a lot to the good faith both sides have put into administering it."

He declared that the only way Beatrice Foods and the Teamsters Union can survive in the 1980's is to "face our common enemy in the fight against inflation." The enemy, he said, was big government spending and excessive regulation.

Dutt expressed the view that continued communication and cooperation would make it possible for the company and the union to "pull ahead to progress, prosperity and security in the 1980's."

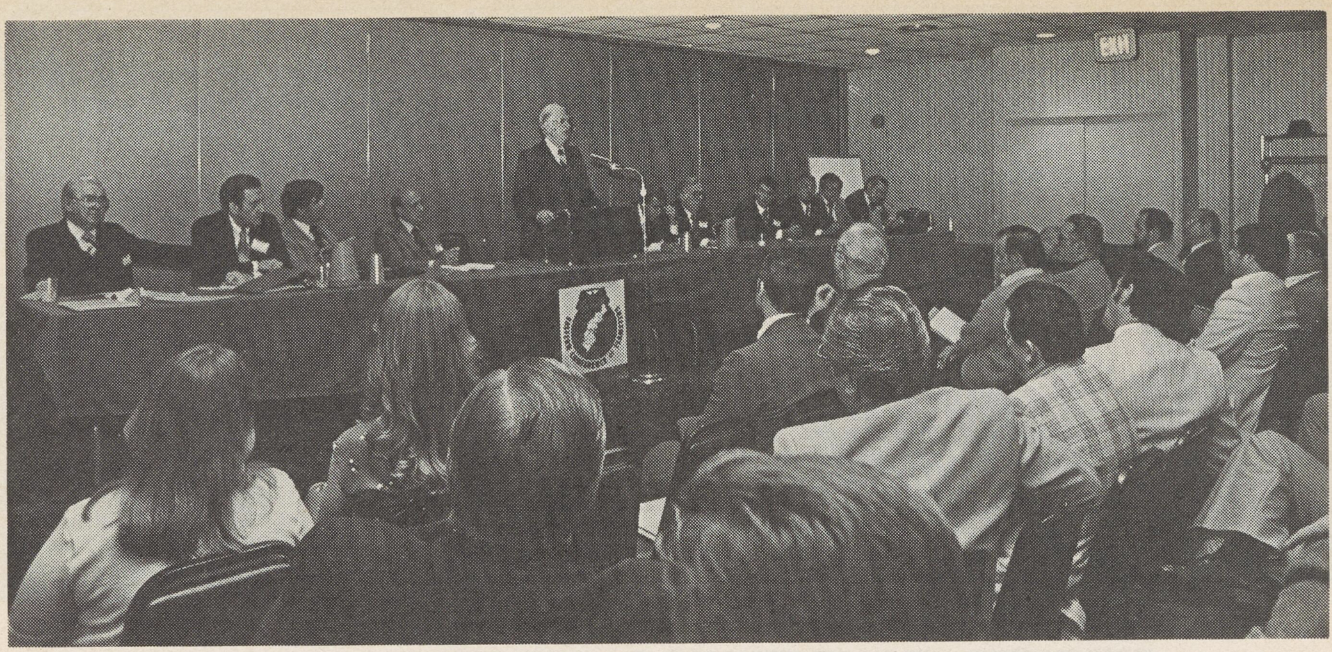
Other guest speakers included: John Greeley, director of the IBT Warehouse Division; Howard Logan, director of the Teamster Bakery Conference, and Richard Jasper, coordinator of the Teamsters Affiliate Pension Fund.

Reports were given by the divisional chairmen from the various Area Conferences. Several delegates reported on significant dairy industry developments in their regions.

There have been some changes in the Teamster Dairy Conference leadership.

Anthony Carlino of Local 757 in Elmhurst, N.Y., was appointed treasurer to succeed Luke Kennedy who retired from Local 338 in Mt. Vernon, N.Y. Arthur Hademan of Local 66 in Seattle, Wash., remains the Conference secretary.

Joseph Porcaro of Local 63 in Los Angeles, Calif., was named to fill a vacancy on the Conference policy committee.



EASTERN CONFERENCE LOOKS AT ORGANIZING

IF THERE WAS a central theme to the fifth organizing seminar convened recently by the Eastern Conference of Teamsters in Arlington, Va., it had to be that the anti-union consultants and the union-busters are everywhere, in ever increasing numbers, they are sophisticated, and they will devastate or even eradicate organized labor, if given the chance.

Speaker after speaker at the three-day session resounded that theme, whether speaking about recent legal decisions or ongoing organizing campaigns. Nearly 200 local union officers from throughout the East had assembled for the session to hear about the threats confronting the Teamsters in the 1980s on the organizing front and to discuss how to meet these challenges.

Seminar topics covered a wide range: from an overview of where the Teamsters are as they enter the 1980s, to the obstacles confronting organizers, to the art of coping with the anti-union consultants, to a frank discussion of the legal aspects involved in organizing.

Mornings were devoted to in-depth presentations on the issues.

Afternoon sessions were very much question-and-answer forums, as Eastern Conference personnel and workshop participants came up with nuts-and-bolts solutions to some of the problems confronting them.

"You are to be commended for the organizing effort you put out year after year," Eastern Conference Director Joseph Trerotola told the group at the meeting's outset. "If we are to continue to be effective for working men and women, we must continue to spread our message to the unorganized. If you gain only one idea at this session that leads you to a successful campaign, it will have proved worthwhile."

Pointing out that many facilities exist both at the International Union and the Eastern Conference offices, Trerotola urged participants to make use of them in their campaigns, whether they have need for background on a company they're trying to organize, simply want campaign literature, or need extra help on a particular campaign or bargaining situation.

IBT General Secretary-Treasurer Ray Schoessling led off the 3-day session by commending Trerotola and ECT Policy Committee members Maurice R. Schurr, William McCarthy, Sam Provenzano and John Cleveland for their efforts to assist local unions in the ECT region. "This kind of seminar succeeds in bringing your people up to date with the problems confronting workers," he noted.

Schoessling had two words to describe the state facing the labor movement in the 1980s: "Tough Sledding."

With 18 percent inflation, the nation "inundated with foreign imports, American workers out of jobs, a continuing dependence on foreign oil, a drastic imbalance of trade and a Congress and a President who either don't recognize or ignore these facts," we have problems, he said.

Pointing out that the United States Senate had recently voted to deregulate the trucking industry, a bill that will have "disastrous effects upon the industry which employs so many of our members," Schoessling urged them to raise their voices in opposition to this legislation and all other bills that threaten workers.

"Gains and advancements did not come easy," he noted. "They came after bitter struggles on the picket line, marathon negotiations, lockouts by employers, pitched battles with company goons, compromises at the bargaining table. . . . That is what is on the line today.

"In the 1980s, the working people of the nation will need brave soldiers to represent them. They know it and they are going to demand it!" he noted. So "it's back to the trenches in battles with employers and their union-busting lawyers, and perhaps even more important, back to the trenches in the political battle with politicians who long ago became unconcerned, who no longer care about John and Jane Doe."

General President Frank Fitzsimmons got back from an out-of-town meeting just in time to conclude the session, by exhorting delegates to get active, politically and on the organizing front.

He commented on moves toward non-union operation by Ryder Trucks and Kraft Foods, and about the union's campaign to bring PPG Industries Inc. to the bargaining table despite the illegalities committed by the company and interference of outside consultants. He made special mention of the threat of deregulation, which unless Teamster members effect a drastic turn-around, will "be a fact of life," he warned.

"We have to be born again into the old time trade union religion of representing the people who want to belong to the Teamsters Union. We have to revitalize our members and show people that the Teamsters Union is an asset they cannot live without.

"Corporations and businesses are making a billion dollar business for union-busting law firms," he noted. Now they're chasing our memberships, either trying to get them to decertify or working to see that a plant you are trying to organize stays non-union.

"We must march to that old tune, 'Organize the unorganized,' " he said, that "same cadence which echoes out of past battles on the picket lines. That is the tradition of this union, and we can accept nothing less."

In between these speakers, a host of ECT and International Union staffers gave participants the tools they need to do their day-to-day jobs of representing the membership and bringing the unorganized into our ranks.

Eastern Conference General Counsel Hugh Beins and ECT Attorney Jon Axelrod spent one whole day of the session discussing with participants the legal climate in the country today, recent legal decisions affecting bargaining and organizing and recent cases in which the conference has been involved. They answered many questions from the group.

Pointing out that labor has few friends in Washington these days, Beins warned delegates that unless Teamsters get more dedicated to the cause of organizing, the "union-busters will eat us up."

Axelrod detailed the special intricacies involved in organizing in the hospital field.

ECT Research Director Jerald Schulthies, in addition to coordinating the activities during the three-day-session, offered some cogent comments on the ways union-busters are currently thwarting the union's efforts during organizing campaigns. He went through a typical campaign step-by-step, from the time the "management consultant" is brought into the plant; he also detailed the many psychological, pressure, and brainwashing tactics they throw into the behind-the-scenes battle to win over the employees.

Other Eastern Conference personnel addressing the group, included:

- Fleming Campbell, an administrative assistant to Conference Director Trerotola, who spoke about trying to organize the corporate giants. Noting that there are only about 200 major corporations and that 10 large banks have a great deal of say in how they function, Campbell predicted that more trouble lies ahead for labor, unless workers use their own pension funds to reward employers who help us and punish those who hurt us. "Become politically active; reward good employers by letting them use your funds to expand their operations, and expand your organizing efforts in the South," he urged.

- Morand Schmitt, also an administrative assistant to Trerotola, talked about "how workers build a union." Discussing the findings of two recent studies of workers' perspectives on the union movement, Schmitt concluded that there are great numbers of workers who still want to be organized. "You have to keep plugging," he said, not only for the members we now represent, but for those who need us to help them get ahead.

- Mike Markowitz discussed safety and health as it relates to organizing. His message was that organizers should use safety as an organizing tool, but only after making sure it is a vital part of their own local union operation.

- Assistant Research Director Jennifer Minamoto led the discussion in several areas: one, the use of work measures and standards in job evaluations as they relate to organizing; the other, the growth of women in the work force and the special approaches organizing them can entail.

During the three days Teamsters also heard from other conference staffers who discussed various organizing campaigns in progress or recently concluded. Tom Brown from the Industrial Division spoke about the Ingersoll Rand campaign; Warehouse Division head Bob Sims discussed the Maryland Cup campaign; Jerry Schulthies described the tactics used in two campaigns at Fiber Industries Inc. in North Carolina; and Fleming Campbell outlined the use of the boycott in the Gilbarco campaign.

There were also reports from each of the conference trade divisions including: Roy Alston, reporting on the building and construction div.; Tom Brown, on the industrial div.; Alfred Barlow, miscellaneous div.; Robert Flynn, freight div.; Richard Peluso, public service div.; Joseph Burkhard, office employees; and Robert Sims, warehouse div.

Bob Baptiste, chief labor counsel of the International Union led one morning session, speaking about the techniques of coping with the anti-union threat.

"It's tougher today than ever before to organize," he told delegates. "The techniques being used are more sophisticated than ever. People can be organized, though, even in a depressed economy," he assured them.

Again the word was to get active politically—whether it's to gain a voice in local politics, to get labor law legislation enacted or to defeat deregulation. "The only way we will solve our problems is if people know how bad it is and we work together to solve them. Nobody can do it alone," he emphasized.

Other International Union personnel addressing the delegates included:

- Walter Shea, executive assistant to General President Fitzsimmons, who urged delegates to get behind the battle to stop deregulation by writing their legislators.

- IBT Research and Education Director Art Kane, who described the many research and informational facilities his department has to assist local unions.

- IBT Organizing Director Norman Goldstein who spoke of the prevailing anti-union climate afoot in America today, and told participants about the IBT's new organizing manual which, he said, had been developed recently to help them address many of the problems they encounter.

- IBT Economist Norman Weintraub who gave delegates some excellent advice on negotiating their agreements and complying with the Administration's voluntary wage-price standards.

- IBT Warehouse Division Director John Greeley who summarized for the group recent developments in the warehouse industry, including the troublesome rash of decertification elections cropping up at Kraft, Inc. plants around the country. Greeley assured delegates that the union is continuing on-going efforts to maintain Kraft agreements.

At its close, Tretotola noted of the session: "You have heard from different divisions and directors. The services are there. Not only will the Eastern Conference give you what you need, but people connected with the International Union are telling you—we work together, we have to work together to survive."

SALT LAKE CITY SEMINAR

1. Determining what constitutes a grievance is part of the program content for miscellaneous stewards.
2. At left, an orientation session for stewards in Local 222's freight, UPS and car-haul jurisdictions.
3. Below, an overview of the students attending the seminar sponsored by Local 222. Grant Scott Haslam, secretary-treasurer of the local, is at far right.

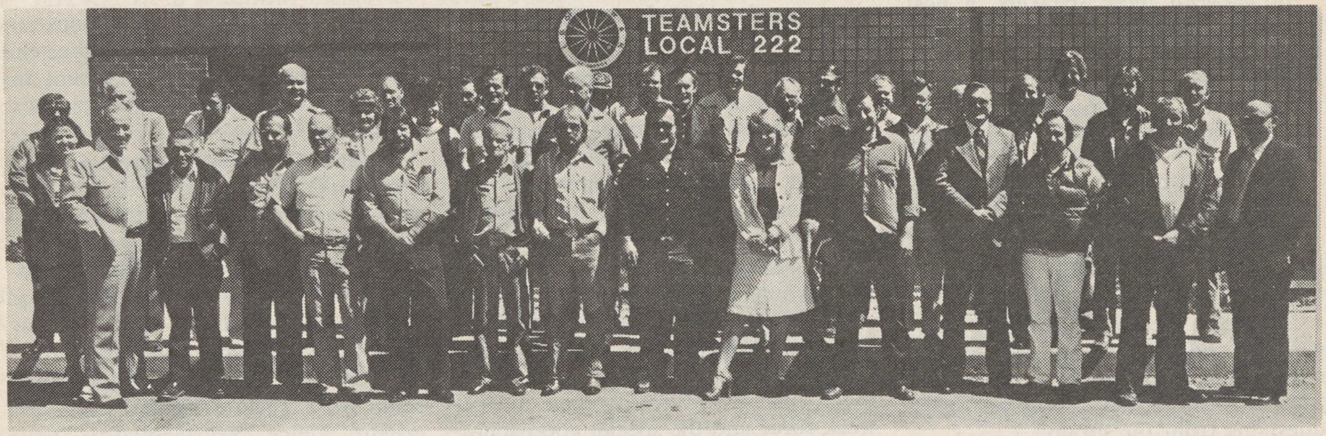
ON APRIL 12 and 13, 1980, stewards from Local 222 in Salt Lake City, Utah participated in a two-day seminar hosted by their local and conducted by the International Union's Research and Education Department staff.

Grant Scott Haslam, secretary-treasurer of the local, welcomed the stewards and explained the purpose of the program. Briefcases were provided at registration and contained materials used throughout the session.

Class participants were divided into two workshops—one centered on grievance handling under the National Master Freight, United Parcel Service and Car-Haul agreements, the other covering grievances in miscellaneous industries.

Stewards actively participated in resolving mock grievances that had been prepared by the Research and Education Department specifically for their seminar.

The program concluded after Secretary-Treasurer Haslam awarded certificates signed by International officers to all of those attending.



A Gift For Posterity: Your Local Paper

Teamsters are out there in the community doing good things every day—from helping with community service projects to holding civic posts, but how often does anyone outside of our own local unions hear about it?

One way to ensure that the American public is aware of all the good Teamsters do is by making ourselves and the projects we take on highly visible. Your local public library offers an excellent opportunity to do this. Simply by donating a copy of your local union, joint council or conference newspaper to your area libraries, you make others in the community aware of what Teamsters are doing.

Of equal importance is the image Teamsters project in Washington. Your Senators and Congressmen in Washington utilize the collections of the Library of Congress.

The Library of Congress will accept books and newspaper subscriptions—including gift subscriptions to Teamster publications.

To make your donation, simply send a letter of transmittal to:

Mr. Nathan R. Einhorn
Chief of Exchange and Gifts
Library of Congress
Exchange & Gifts Division
Gift Section
10 First Street, S.E.
Washington, D.C. 20540

Explain in your letter that you want to make a gift of your local union newspaper to the Library of Congress, giving the newsletter's title and describing how often the publication comes out.

Let's let everyone know how many great things our union does.

THE IBT SCHOLARSHIPS 1980

WITH INFLATION PRESSING ever harder on family budgets, 10 Teamster youngsters from around the United States and Canada recently received the welcome news that they would get some help with their college expenses—that they had been selected the 1980 winners of the annual IBT scholarships.

Winners have just been announced after a grueling competition in which judges were faced with selecting the 10 top candidates from a field of nearly 4,000 highly credentialed Teamster members' sons and daughters.

Each year, 10 winners of $6,000 awards are selected—two from each of the five Teamster area conferences in the United States and Canada.

Winners have proved not only their academic excellence through their high school grades and college test scores, but have shown that they excel in other areas as well, including leadership potential and participation in extracurricular activities.

Other factors also are considered, including financial need of the applicant and school counselors' recommendations.

Final selections are made from among the semi-finalists by an expert panel of judges from Washington, D.C.-area colleges, which assesses their individual merits and makes the final recommendations.

The annual competition is open to all sons, daughters, step-children and financially dependent wards of any active, retired or deceased Teamster. Dependents of International and subordinate organization officers and employees are ineligible.

This year's winners include: Andrew C. DiLernia, Robert J. Britt, Jr., Stephen J. Smart, Andrew G. Lisak, Virginia Ann Pugh, Michael R. Roppolo, John W. Leo, Michael J. Dobbs, Roy A. Male and Daniel R. Venasse.

REPRESENTING the Eastern Conference are scholarship winners Andrew C. DiLernia and Robert J. Britt, Jr.

Andrew C. DiLernia will graduate this spring from Abraham Lincoln High School in Brooklyn, N.Y., fifth in his class of 787.

An outstanding student, he holds a PSAT letter of commendation for national merit; the Concours National de Francais certificat de merite, New York Board of Education certificates of honor in both french and social studies, and the New York Governor's award for scholastic achievement.

He also captained the school math team, was copy editor for the school newspaper and was a member of the computer squad.

His hobbies include: astronomy, chemistry, computers, bowling, swimming, cycling, mathematics, travelling, fishing, learning foreign languages and tennis.

He plans to attend Harvard University this fall and hopes to pursue a career in medicine.

He is the son of Teamster Local 807 member Saverio DiLernia, an employee of Airweld Inc.

Robert J. Britt, Jr. is another enthusiastic student as his credentials attest. Second in his graduating class of 283 from Cape Fear High School in Fayetteville, N.C., Robert has shown diversified talents during his high school years.

A member of the Society of Distinguished American High School Students, Britt has achieved school awards in biology, advanced biology, english, chemistry, algebra II and spanish I; he also managed to win a trophy for overall academic excellence. He participated in the governor's school for natural sciences and took second place in the Greenville, N.C. regional science fair; took top individual score honors in the national bible quiz finals, and was the winner of the University of North Carolina Johnston scholarship.

His strong interest in and talent for art earned Britt top honors in the Carolinas Regional in art; he also participates in talent shows for art.

Britt was the editor of his school newspaper and president of his senior class.

He enjoys many sports, especially basketball, baseball and soccer, likes hunting and fishing, collects stamps, coins and seashells, and pursues creative writing and art.

Britt is is the son of Robert Britt, Sr., a member of Teamster Local 391 in Greensboro, N.C., employed by United Parcel Service.

He plans this fall to attend the University of North Carolina at Chapel Hill; eventually he would like to become either a veterinarian or a biologist.

SCHOLARSHIP recipients from the Central Conference include Stephen J. Smart and Andrew G. Lisak.

Stephen J. Smart, one of the two scholarship winners from the Central Conference of Teamsters, is a well-rounded student who has managed to combine a love of sports with academic and extracurricular interests.

The son of Anheuser-Busch beer truck driver Walter J. Smart, a member of Local 744, Stephen attended Reavis High School in Burbank, Ill., graduating first in his class of 647.

Smart consistently made first honor roll with a near-perfect 4.0 grade average, is an Illinois State Scholar, earned National Merit competition commendation; was selected "Mathlete of the Year" at his school; won NEDT recognition; was honored with the Reavis 1980 "Outstanding Science Award"; won Washington University's Chancellor's Honorary Scholarship; earned honorable mention in the A. S. Langsdorf Engineering Fellowship Competition; was selected as the Illinois Society of Professional Engineers' nominee for NSPE competition, and has participated in Purdue University engineering seminars.

Stephen was also president of the school's math club, sports' editor of the yearbook, a member of the student council, and was active in the youth and government club.

Active in track and field, wrestling, cross-country, volleyball and floor hockey, he also was a member of the varsity lettermen's club.

Smart would like to become a chemical or biomedical engineer and plans to major in chemical engineering when he enters Washington University in St. Louis this fall.

Andrew G. Lisak, who'll graduate this month from Superior Senior High School in Superior, Wisc., at the top of his class, is an outstanding student who seems very sure of the path he'd like his life to follow.

He plans to attend American University in Washington, D.C. this fall where he will major in international affairs with hopes of becoming a member of the U.S. Foreign Service, a most laudatory goal in these most trying of diplomatic times.

Many of Andrew's high school activities seem geared toward helping him reach his goal. He was the school's head delegate to the Harvard Model United Nations, is a member of the National Honor Society, has won the American Legion school award, was nominated for the United States Naval Academy, was first alternate to Badger Boys State, has served on the St. Louis Parish Council, and has received foreign language awards for his german.

Lisak also enjoys sports, among them cross-country running, cross-country skiing, downhill skiing, bicycle touring, hunting and fishing.

"Since my main interests lie in the study of international affairs, I would find it fascinating to be stationed in a foreign country as a diplomatic aide or an ambassador representing the United States," Lisak says.

He is the son of Andrew George Lisak. His father is a member of Teamster Local 346, employed at Superior Fiber Products.

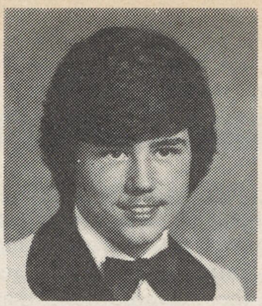
HAILING from the Southern Conference of Teamsters are scholarship winners Virginia Ann Pugh and Michael R. Roppolo.

Virginia Ann Pugh, an accomplished student, will graduate from Dyersburg High School second in her class of 268.

She is something of a Renaissance scholar, combining a penchant for science and math, with an interest in music. Virginia Ann, a National Merit finalist, is listed in Who's Who in Mathematics; took fourth place in geometry competition sponsored by the University of Tennessee, participated in an advanced National Science Foundation Summer Science Training Program studying energy resources, and is a member of the National Honor Society.

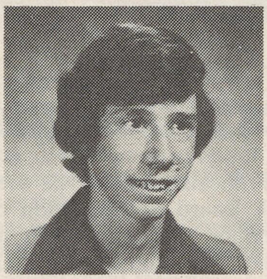
She also has earned ten soloist medals for her expertise with flute and piccolo, teaches students the flute, played in the school band, was a member of her school newspaper staff and the science club.

ANDREW DiLERNIA

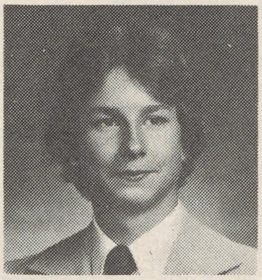


ROBERT J. BRITT, JR.

EASTERN CONFERENCE OF TEAMSTERS



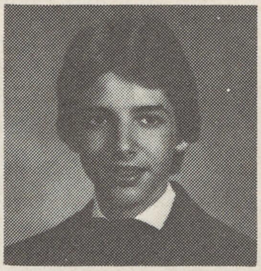
STEPHEN J. SMART



ANDREW G. LISAK

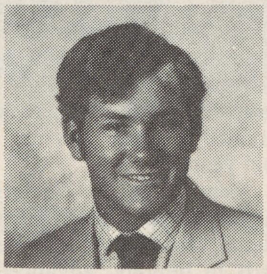
CENTRAL CONFERENCE OF TEAMSTERS

VIRGINIA ANN PUGH

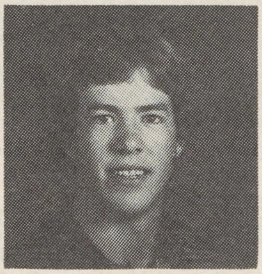


MICHAEL R. ROPPOLO

SOUTHERN CONFERENCE OF TEAMSTERS

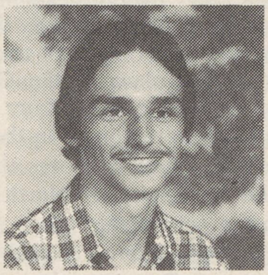


MICHAEL J. DOBBS

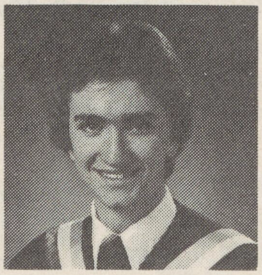


JOHN W. LEO

WESTERN CONFERENCE OF TEAMSTERS



DANIEL R. VENASSE



ROY ALLEN MALE

CANADIAN CONFERENCE OF TEAMSTERS

Her hobbies include puppetry, acting, dramatic reading, music and tennis.

She is the daughter of Teamster Claude B. Pugh. Her father, now deceased, was a member of Teamster Local 667, employed by Spector Freight System.

Virginia would like to attend Johns Hopkins University in Baltimore, Md. and major in a pre-med course. "I would very much like to become a doctor, and perhaps do research in specialized medical fields," she says. If I had to choose today, "I'd like to work at St. Jude Hospital in Memphis, Tenn. The miracles of cure, particularly for fatally ill young children, are the best miracles in the world," the teenager concludes.

Michael Raymond Roppolo is a 1980 graduate of West Jefferson High School in Harvey, Louisiana, ranking second in his class of 400.

His long list of credentials includes membership in the Society of Distinguished American High School Students; a special award for an "A" average in each of his high school years; first place distinction in the District Literary Rally in general business; an outstanding achievement award from his school; participation in Louisiana Boys State; and designation in both Who's Who among High School Students and America's Outstanding Names and Faces.

He's also a member of the student council and the National Honor Society, the Beta Club and Mu Alpha Theta. His hobbies include reading, gardening and bowling.

Michael plans to attend the University of New Orleans. He aspires to a career in either business administration or broadcast journalism.

He is the son of Teamster Local 270 member Nicholas P. Roppolo, Sr., an employee of Missouri Pacific Railroad.

SCHOLARSHIP recipients from the Western Conference include Michael J. Dobbs and John W. Leo.

Michael Dobbs will graduate from Lakewood Senior High School in Lakewood, Calif., *first* in his class of 753.

An excellent student, he has won a Bar Association scholarship; earned a commendation in the National Merit competition; was a Bank of America certificate winner in mathematics; was an Independent Press Telegram scholarship finalist for sports, and has placed consistently on the principal's honor roll.

He is a member of the National Honor Society, served as an instructor and student teacher in french, was the french horn section leader in both the school band and orchestra, and was active in varsity baseball.

Baseball is important to Michael. He has played also on the Connie Mack and American Legion teams, umpired for the City of Lakewood and has served as an instructor at various city baseball clinics helping hundreds of youngsters learn the game. He feels the sport has taught him many things, including the challenge of competition, the need for patience and determination, and experience gained in dealing with others.

Other hobbies include hunting, fishing, camping, golf, tennis, bicycling and reading.

Michael is the son of John C. Dobbs, a member of Teamster Local 692 in Long Beach, Calif., employed as a driver by Fiske Brothers Inc., of Cerritos, Calif.

With his scholarship, Michael plans to attend either Stanford University or the University of California at Davis. He plans to major in chemistry or a petroleum engineering course with hopes of becoming either a veterinarian or a petroleum engineer in the future.

John William Leo is the son of Gerald Wayne Leo, a member of Teamster Local 174, employed by Lockheed Shipbuilding and Construction.

He attended Shoreline High School where he will graduate first in his class of 277.

Another well-rounded student, John was a National Merit Scholarship finalist; is a member of the National Honor Society, and was named "Outstanding Junior" at his high school. He also won honorable mention on the All-WesCo Basketball Team and served as team captain of the Varsity gold team at his school.

His recreational interests include golf, hiking, basketball, baseball, bowling and tennis.

John plans to attend Whitman College in Walla Walla, Wash., majoring in chemistry, but as yet is unsure of what he'd like his life's work to be.

"I would like a career," John says, "where I could progress in my thinking, always learn at my job and apply my thoughts and ideas to my job. Occupations like writing, scientific research and teaching would probably satisfy me."

FROM the Canadian Conference of Teamsters come Daniel Raymond Venasse and Roy Allen Male.

Daniel Venasse graduated from the Ecole Secondaire Belcourt, a french high school, in the top five percent of his class of 250.

He has consistently stood at the top of his classes, winning awards for having the highest overall school average, the highest grade 12 physics average, and four medals for having a 90% or better average throughout high school.

Daniel, also a sports fan, has taken first place in intramural basketball competition; twice been runner-up in the annual soccer tournament held for the french secondary schools of Ontario and recently took first place in the Sears model contest.

His hobbies include soccer, reading, basketball, billiards, bicycling, and building models.

He plans to attend either the University of Waterloo or the University of Ottawa and will major in some field of science, most probably physics or mathematics. Eventually he would like a career in applied physics.

Venasse is the son of Teamster Eldon Venasse, a member of Local 91 in Ottawa, Ontario. His father is employed by Capital City Transport, Ltd.

Roy Allen Male, the other Canadian Conference recipient, graduated from the Southmount Secondary School fourth in a class of 635 students.

A student of languages, Roy has won proficiency awards each year of high school as well as the Westmount school languages award, and the T. W. McGuffin Award of Academic Excellence.

According to his instructors, Roy is a "gifted and excellent" language student, who has learned french as a second language, but communicates in it fluently in both oral and written form.

He also won the Westview school letter; has been named Sea Scout of the Year and won honorable mention in the Waterloo Math Games.

An active member of the school cross-country team and torch carrier for the Canusa Games, Roy also enjoys sports such as hiking, cross-country skiing, jogging, swimming, badminton and canoeing.

He is the son of Teamster Ronald A. Male, a member of Weston, Ontario Local 647, employed at U.S. Services.

He plans to attend Laurentian University and major in languages. While undecided about a career, he believes now that he would like to be an interpreter or translator in some capacity, a vocation he should be well suited for, if his high school studies in english, french, latin and italian are indicative of his talent.

DEREGULATION is You can stop it

IF EVER THERE WAS AN 11TH HOUR, THIS IS IT! On the deregulation battle, even as this issue of *International Teamster* went to press, members of a House panel were getting out their red pencils to begin markup on their version of this legislation. The process was in such a state of flux that we were unable even to get a bill number to which Teamsters can refer, should you want to write your legislators.

But of one thing Teamsters can be sure. If the Senate experience with deregulation is any indicator, once things get going, there's going to be a really quick one-two shuffle to get the legislation to the House floor for action.

There are no words left to describe the enormity of the devastation that will result, should this legislation become law. It will affect Teamsters in the trucking industry, on freight docks, in companies which use trucks to ship goods out of their factories or businesses, and it will affect consumers who will face delays in shipping their goods or lose services altogether.

To find out about all the "benefits" airline deregulation brought to consumers in the cities of Cincinnati, Fort Wayne or North Platte, ask them how much their air service has been curtailed. Then envision what is coming for the rest of us with this latest "boon" to consumers, dreamed up by the federal bureaucrats who know little or nothing about how the motor carrier industry operates, and could care less.

At this point, all we can urge is that you write, call, telegram or visit your Congressman now, today, this very minute—before it is too late!

We hear a lot about apathy these days and the conservative trend in this country.

But Teamsters should never be apathetic when it comes to the jobs of brothers and sisters in their own union or to the welfare of an industry which for years has supplied excellent jobs with good benefits and pay for our members.

If it comes down to it, by writing your legislator, you're really being selfish. Because if this industry is cut loose and thrown open to the cutthroat competition that every expert who knows the industry has predicted will follow, we all are going to be footing the bill for a whole slew of welfare proposals to subsidize those thrown out of work. And unemployment benefits, food stamps, medicaid and other programs are costing us plenty already.

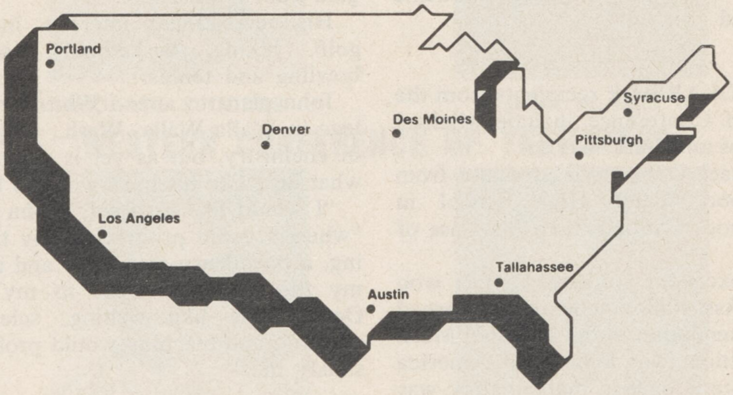
So please, contact your legislator. Tomorrow will be too late. Do it now!

Eight City Consumer Survey

Only 3% of Consumers Favor Trucking Deregulation

What Do Americans in These Major Cities Know That Congress Doesn't?

1. That deregulation WON'T save them money
2. That it WILL threaten the jobs of thousands of Teamsters working as drivers or elsewhere in the freight industry.
3. That the industry WON'T be any safer, more competitive or energy efficient as a result
4. That the only WINNER WILL BE BIG BUSINESS, which will take the bucks and run, bankrupting many smaller businesses in a reckless, cutthroat fight for more freight.



(Based on results of a survey conducted by Group Attitudes and Technical Analysis & Communications, Inc.)

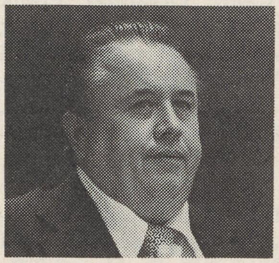
Just Around The Corner! with your letters

STATE LEGISLATURES OPPOSE DEREGULATION

The Tennessee and Oklahoma legislatures recently joined the growing list of governmental bodies and private organizations opposing deregulation of the trucking industry.

In Tennessee at the request of Teamster Local 480 President Luther Watson, a resolution was introduced by State Senators Cutrer and Crouch and was unanimously passed by both the Senate and the House.

The resolution urges the Tennessee Congressional delegation and the U.S. Congress "to take immediate and decisive action to continue regulation of this country's motor transportation system in order to avert a transportation crisis." The legislation also points out that the preservation of regulated trucking service is "absolutely imperative to the economic well-being of our state and nation."



Luther Watson

Rep. Tommy Cutrer

Similarly, a resolution petitioning the Congress to take immediate action to continue regulation of the motor transportation system for Oklahoma and the rest of the nation was passed by that state legislature.

The Oklahoma resolution introduced by Representatives Fitzgibbon, Murphy and Hopkins states that truck transportation carries three out of every four tons of freight and is now the lifeline transportation system for the 910 cities, towns and communities in Oklahoma.

Both state legislatures in their resolutions directed that copies be sent to the President and appropriate members of Congress, including the leadership and members of the committees considering deregulation legislation.

WRITE TODAY!

Tell Your Congressman Exactly What a Pro-Deregulation Vote Means

- ★ Unemployment
- ★ Massive dislocation of workers
- ★ Loss of service to small towns
- ★ General chaos in the industry
- ★ Carrier bankruptcies
- ★ More accidents on the highways

THE IBT WORKSHOP

AS SPRING turned to summer in Washington, D.C., one of the largest groups ever to attend the Teamster workshop arrived at headquarters to participate in the International's program.

Forty-eight Teamsters from around the country attended the five-day working session, in the process learning a great deal about their International Union and the services and facilities it offers.

In these troubling times of domestic and international crises, participants learned much from guest speakers during the week, who spoke about the nation's military establishment, the draft, our country's military preparedness and a host of related concerns.

Colonel William Odom, military advisor to National Security Advisor Zbigniew Brezinski from the White House talked insightfully about our country's military strength and the need for the draft. He was accompanied by White House staff member George Moffet, who met informally with the group.

Also addressing the workshop was Swen Kraemer, a career defense specialist who has served on the national security staff of the White House under four different presidents and currently works with the Senate Republican Policy Committee. He also offered some candid and cogent remarks about our country's defense network.

Attending the workshop session, held the week of May 5–9, were: Business Agent Paul A. Seeley and Recording Secretary Robert Thorson, both from Local 34, Battle Creek, Mich.; Business Agents Edward L. Galvas and Tony Vallese, Local 36, San Diego, Calif.; Organizer Frank Sullivan, from Local 42, Lynn, Mass.; Charles Schwankee, president, Local 43, Racine, Wisc.; Roger Hunt, president, Local 159, Portsmouth, Ohio, and Pierre Bourdeau, secretary-treasurer, Local 178, Montreal, Quebec, Can.

Others in the group included: Howard Lewis, a business agent with Local 200, Milwaukee, Wisc.; Harry McEllrath, a business agent with Local 206, Portland, Ore.; Robert Cruzan, president, Local 273, Pittsburgh, Pa., and a contingent from Local 284 in Columbus, Ohio, incuding President Ray Finnerty, Vice President Bill Gaitten and Business Agent Bill Martin.

From Local 337, in Detroit, Mich., came Business Agents Frank Walker, Colonel Myers, Alvey Bush and Tom Moody, while Springfield, Mass. Local 404 was represented by Vice President John J. Teehan.

Also participating were: Thomas Motes, business agent, Local 444, Auburndale, Fla.; Eugene Vogel, president, and Roger Jennings, business agent, both from Local 487, Mankato, Minn.; Ted Cahill, vice president, Local 500, Philadelphia, Pa.; Business Agents George Picking and Dick Cripps, both from Local 523, Tulsa, Okla.; Business Agent Dan Mattio from Local 557, Baltimore, Md., and Business Agent Frank Bidwell, from Local 559, Newington, Conn.

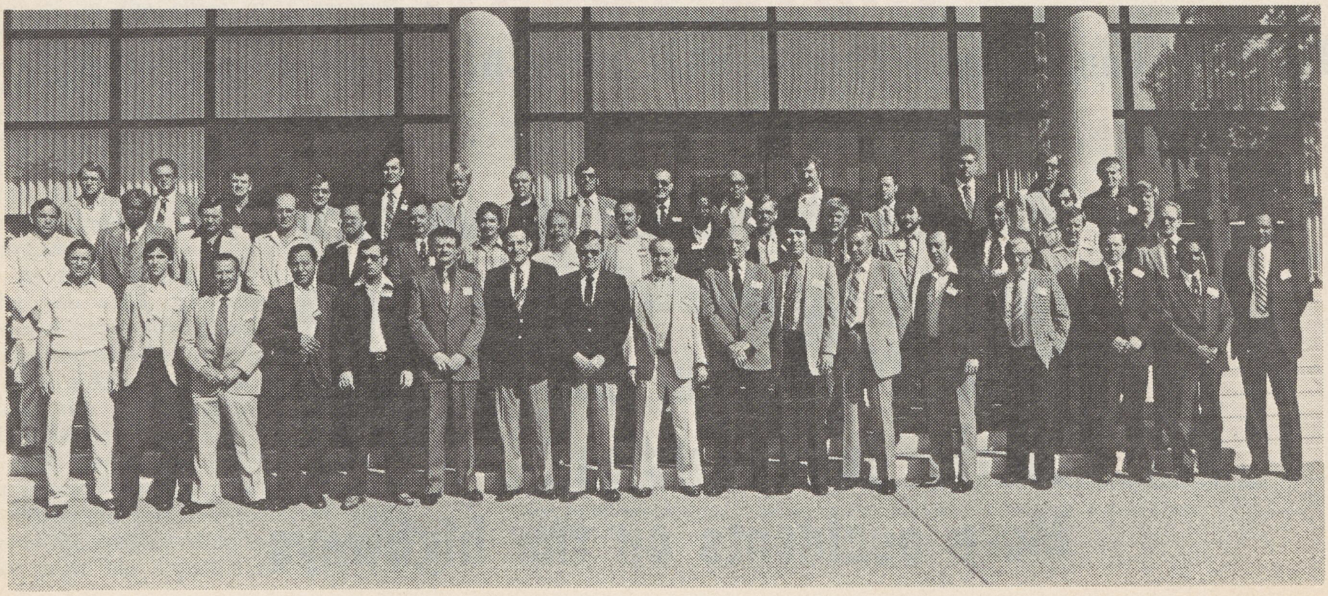
From Local 578 in Los Angeles, Calif., came President J. K. Erikson. Local 584 in New York, N.Y. was represented by its secretary-treasurer, Phillip Cinelli.

Business Agent Alvin Jones represented Local 592 in Richmond, Va. From Local 610 in St. Louis, Mo., came Secretary-Treasurer John Metz and Business Agents William Van Hoose and Jerry Husgen.

Others in Washington for the week were: Gilbert A. Garcia, business agent, Local 679, San Jose, Calif.; Trustee Charles Walker and Business Agent Johnny Tolbert from Local 744, Chicago, Ill.; Business Agent Jim Trunnell, Local 748, Modesto, Calif.; Business Agent Dudley Lightell, Local 768, Hayward, Calif., and Business Agent John Dulczak, Local 837, Philadelphia, Pa.

A contingent from Local 838 in Kansas City, Mo., included its president, Elmer Mills, Jr., Vice President Roy Stepaniak and Business Agent John Green.

Bringing up the closing ranks were: Business Agents Paul Plumlee and Harold Boulware, from Local 886, Oklahoma City, Okla.; Business Agent Bill Lemmon from Local 927 in Halifax, Nova Scotia, Can.; Secretary-Treasurer Ralph Waymire and Recording Secretary Lynn Wells from Local 1111 in Houston, Tex., and Business Agent Manny Nussbaum from Local 1518, Leonia, N.J.



The Salesman

THEY STROLLED DOWN THE HALLWAY three abreast. The men were arriving five minutes early. They wore suits. Their shoes echoed lightly on the buffed green linoleum leading to the executive offices. There was a faint odor of ammonia.

One man was the chief executive officer of Teamster Local 452. Another man was the aggrieved member of the union. The third man was Charles (Woody) Woodbury, the union steward in the plumbing and heating department of the Montgomery Ward store in Denver, Colorado.

Woody was excited at the prospect of taking part in the third step of the grievance procedure. It was a new experience for him. He had been a steward nearly a year. He was more than 50 years old and always got along well with people. Often he had been able to resolve any disputes that came up. But not this time.

This time the department head had been obstinate. Charlie Woodbury, as the steward, tried to iron it out. No soap said the manager. Woody called the union business agent. The B.A. talked with the personnel director. Again there was no solution.

Now there was one step remaining before arbitration would be invoked. Today the unionists were meeting with the industrial relations director for the Montgomery Ward store. The management man was new to the company, very new, his character and personality an unknown factor.

The grievance was important to the union; it involved commission rates for the salesmen. It was especially important because the store's employees were newly organized.

The grievance was important to the personnel manager because he directed the hiring and assignment of 1,500 employees—all of them members of Local 452.

Finally, the grievance was significant for the company concerned with profit and loss. Montgomery Ward's mail order house served ranchers and farmers in a 500-mile radius surrounding Denver. Its only real competitor was Sears Roebuck & Company. Ward's took pride in maintaining economic efficiency in a satisfied workforce.

Charlie Woodbury, walking with the others toward the personnel office, awakened from his reverie. He realized the union leader was speaking.

"Whatever they say," the officer emphasized, "just don't say anything to 'em. Let me do all the talking."

Both Woodbury and the aggrieved union member nodded agreeably. Woody was grateful for the instruction. He was totally ignorant of this procedure and had been apprehensive. He felt at ease as they entered the office.

Three men sat waiting for the union visitors: The industrial relations chief, a man in his early thirties; the personnel director; the department head, a man Charlie Woodbury had known more than 20 years. It was Woody's nature to be pleasant with all people. He smiled at everyone in the room.

The union men took seats in a row of chairs facing management's desk. The local union officer sat in the center chair. He fiddled with his briefcase for a moment and then suddenly let it fall to the floor. He spoke to the young industrial relations manager, "Before we get started, I'd like to ask you a question."

"What is it?" The manager seemed surprised.

"Are you anti-union?"

"Ah, no. No."

"Okay," said the union officer. "At least we understand each other. Now let's get on with the meeting."

Expensive arbitration was avoided. The union won the grievance. It was the union leader's style that turned the trick. His method of confronting forthrightly and firmly any disagreement with management. Charlie Woodbury came away that day feeling he had learned a lot.

The union leader had quickly discovered management's error in interpreting the contract. Then, like a skilled boxer, he had gone to work on the weakness. He won the decision by illuminating points in favor of the union position that no arbiter—should it come to that—could ignore.

Perhaps the most important thing Woody learned was the need to know intimately the collective bargaining agreement if he was going to represent brother workers as a steward at the first rampart of labor-management relations. Being a union member, he realized, was more than paying dues and attending meetings.

When Teamster organizers first came on the scene years earlier in 1962, Charlie Woodbury, a commission salesman, had reacted favorably. The original appeal to the Teamsters for help came from workers in the Montgomery Ward catalog house. Then the salesmen, warehousemen and clerks hopped on the union wagon.

Rather uniquely, Ward's top management in Denver at the time had an enlightened view of employee rights. The company did not actively oppose the organizing campaign. Teamster Local 452 won the election by a big margin. A contract was negotiated in a matter of a few days.

The agreement's benefits impressed Woody. It cut down his work hours. For 15 years at Montgomery Ward, he had worked 50 to 60 hours a week. The new union contract specified 40 hours. Paid holidays and vacations were won (vacation pay based upon the average of commissions). Mileage allowances were provided for salesmen having to make outside calls with their private cars.

Best of all, Woody and the other salesmen gained a large increase in commissions. The rate went up to six percent on floor sales and nine percent on outside sales. Before Woody retired in 1979, the negotiated commission increased to 10 percent.

Salesmen generally are patient, observant, friendly men. Charlie Woodbury fit the mold. He liked to talk with people. He knew plumbing, heating and air conditioning. He discovered early that one of a salesman's best assets is the ability to listen.

Woody maintained a modest, happy-go-lucky approach to his work. He used his eyes and ears as tools for success. He could amuse customers with a jolly joke or wait them out in silence. There was a time, however, that he lost his patience—but it had nothing to do with his work.

It involved his union and the new policies of Montgomery Ward. The company began an expansion program in Denver to keep pace with the city's growing population. Within a few years, there would be five Ward stores in the metropolitan area where there once had been one outlet.

Teamster Local 452 tried to organize each new store as it blossomed in the suburb. Charlie Woodbury and other oldtimers at the Broadway store would help on the organizing campaigns. Each time the effort failed.

Montgomery Ward had altered its policy toward unionism. The company now opposed organization whenever there was a threat of unionism. The method used in Denver was to load up the new store with so-called 'extra workers.' They were teenage and adult part-timers.

While the employees in the new stores did not come under the Teamster contract, Montgomery Ward nevertheless saw to it that they got all the benefits. Everything except job security. It was a freeloader paradise. Teamster Local 452's newly-negotiated contracts with Ward's Broadway store set the pattern for the other four stores. Only the Broadway store Teamsters paid union dues.

The situation rankled Charlie Woodbury. He often

received phone calls at night from employees of other Ward stores. They had suffered abuse from a tyrannical department head. Their story would end with a plea like this: "You guys are protected because you belong to the union. What can we do?"

"That's simple," Charlie would answer. "Get organized. Join the union."

The caller would rehash the tale. Finally, Woody would sympathize by saying, "That's tough." It was all he could do.

One such late-night caller angered Woodbury. After the telephone conversation, Woody turned to his wife, Dorothy, and complained:

"It burns you to the quick. Every time a contract comes up, we're the ones that fight to get the better contract. We're the ones that pay the union dues. The non-union people sit back and get the same benefits as we do for something that we've stood up and fought for. It gets to you. It makes you mad."

RESPECT FOR WORDS and how to use them came to Charlie Woodbury at a very early age. In the year 1930, when he was 16, Woody became a pioneer radio disc jockey—although those who spun phonograph records were not accorded that job description then.

While Woody was a high school student in Greeley, Colorado, he got a job with KFKA, one of the first five radio stations in the United States. He was an announcer. KFKA's broadcast schedule was four hours a day. Woody would play records and talk. Sometimes, when wondering how many people were listening, he suffered 'mike fright.'

He need not have worried. There were not that many radio listeners 50 years ago. A few families had battery-operated radios in their homes. Most were content with the popular, hand-sized 'crystal set' that squealed a signal from a single earphone.

People learned to place the earphone in a crystal bowl for amplification, put the bowl on the dining room table, and then sit around the table to listen to the amazing words and music coming from the ether. Occasionally, when there was a thunderstorm in the region, somebody always would ask, "Do you think they'll ever get the static out of radio?"

Woodbury stayed with KFKA four years. It was in this period that he got his first experience at salesmanship. He sold advertising for the radio station in addition to his announcing duties.

Woody wanted to make a change when he was 20 years old. But he did not want to return to the family farm at nearby La Salle, Colorado. He landed a job with the Greeley (Colo.) *Booster*, the major daily newspaper in northern Colorado. Besides selling advertising, he worked in the print shop setting type and composing pages.

By now it was 1941. The United States found itself part of World War II. Woody went to Denver to volunteer for the U.S. Air Force. The doctors rejected him. They determined Woody had chronic lead poisoning as a result of his work in the printshop.

WOODBURY DECIDED TO STAY in Denver. It was an intensely patriotic time in America. Both the German and Japanese military machines were winning stunning victories. Woody wanted to help the war effort.

He went to work for Remington Arms. The company had a plant called the Denver Federal Center where smallarms ammunition was manufactured. Woody, part of a workforce of 5,000 men and women, served as a tool inspector. He remained there for the duration of the war.

Woodbury's introduction to unionism came in the postwar months after the Denver Federal Center closed its operation. He found a job with Burlington Railroad. He worked a year as a member of the Brotherhood of Railway Clerks. He got tired of being 'bumped' along the work schedule as returning servicemen reclaimed their clerk jobs at the Denver depot.

Next, Woody worked briefly as an accountant. Then he became a factory inspector for the Gates Rubber Company in Denver. The best thing about the Gates employment was getting to meet a young lady bookkeeper employed there. They married in 1947.

Newlywed Woody was anxious to set up housekeeping in a proper manner. However, America's postwar economy was inflating. Woody got part-time work selling plumbing and heating fixtures on commission at the Montgomery Ward store. He was so successful that soon he quit work at Gates to become a full-time salesman.

There was no union at Montgomery Ward in 1947. Salesmen received a '$32-a-week-draw,' that is, base pay. The $32 was paid weekly. Commission earnings of four and six percent were paid once a month. A salesman inconsistent in his selling could suffer lean days. Woody and his wife never suffered.

At one time, Montgomery Ward wanted to make Woodbury manager of the plumbing and heating department—and pay him less for the glory. He had no desire to be an underpaid boss. He said no thanks and kept selling.

Charlie Woodbury was a (pardon the pun) fixture in the plumbing and heating at Ward's Broadway store in Denver for 31 years. In the final eight years, he served as shop steward for Teamster Local 452.

* * *

LISTENING TO BASEBALL BROADCASTS is Charles Woodbury's favorite hobby. He tunes his high-frequency receiver to Armed Forces Radio and hears the game broadcasts as they are relayed to American servicemen around the world.

Woody and his wife have no children but have helped raise a nephew and a niece. The Woodburys own their home in Denver. Since retiring, Woody has been asked by Montgomery Ward to return to the job part time. His answer: "That's the way I started! Enough is enough!"

During his first winter of having nothing that really needed doing, Woody remodeled the basement in his house. He also returned to visit his former co-workers at the store.

Charlie Woodbury is thankful for the protection of a Teamster contract for 17 years. He said recently: "I've had a very good relationship with the union. There's a big future for the union."

At the same time, he has great sympathy for young people just starting out. People beginning their work careers. He hopes they do not have to work anyplace there is not a union. "They'd run roughshod over you today without a union."

Woody added, "A union, and the union contract, prevents that sort of thing."

TEAMSTERS

IN THE Teamsters' second year as a national sponsor of the National Easter Seal Society's program, IBT brothers and sisters proved they could really help the handicapped get going.

All across the country, Teamsters helped out with their dollars and their time, making this year's telethon and fund-raising efforts the society's best ever.

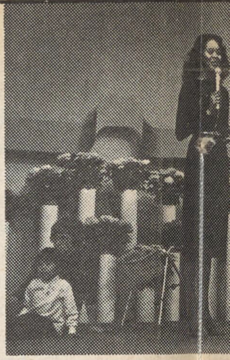
While many local unions gave generous cash donations, and a lot of them were too modest to write in about it, and our members dug really deep into their wallets, some locals went that extra mile this year to help put the cause over the top.

Teamsters from the Detroit, Mich., area encompassed by Joint Council 43 went all out, raising more than $3,000 for Easter Seals, plus a $250 contribution from Bob Coy, president of IBT Local 243, all of which was presented to the society by Robert Lins, president of Teamster Local 299 in Detroit. Not only did Teamsters appear on the televised segment of the show in Detroit; they also sent a whole contingent of volunteers from Local 299's office division to handle the telephones.

By the time it was over, there were a lot of tired women; but all agreed it was worth it since they were helping a really good cause.

Local 57 Secretary-Treasurer Hugh E. Perkins from Springfield, Oregon, also took the urging of the IBT to support the Easter Seal campaign to heart and volunteered his time to help plan the telethon, appear on the show to turn in his members' donations, and man the phones. He reports receiving many last minute calls from Local 57 brothers and sisters, calling in their pledges. Local 57's generous contribution to the campaign enabled the Easter Seal School and Treatment Center in Eugene, Ore., to purchase *three* manual wheelchairs, which will assuredly get a lot of good use by those in therapy there. Good going, Local 57 members!

In Washington, D.C., IBT Vice President John Cleveland appeared on a segment of the telethon with his wife Eula and other Teamster officers to contribute more than $12,500 on behalf of Joint Council 55 and Washington-area local unions, including Local 730, of which he's presi-



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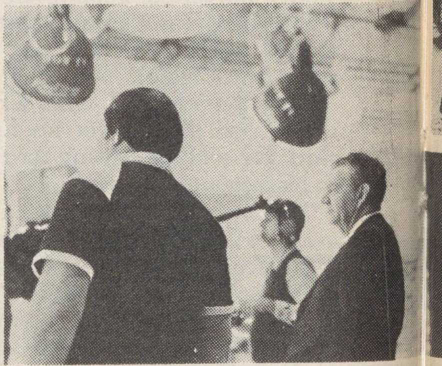
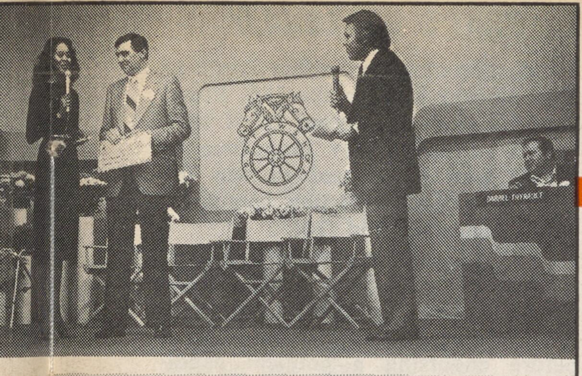
Hugh Perkins
Teamsters



ON THE MOVE FOR EASTER SEALS



Easter Seals

dent. That really will buy a lot of equipment to help the handicapped!

Another man never too busy to answer the call to help out with a good cause was Local 71 President R. K. Bowman from Charlotte, N.C., who presented a check to Charlotte telethon host Jerry Peterson on behalf of Local 71 on telethon weekend. He, too, ended up taking a few calls from his members, we hear.

Members of Local 16 in Fitchburg, Mass., dug deep into their pockets, too, Secretary-Treasurer William L. Miller tells *International Teamster,* and came up with a generous donation which they turned over to Easter Seals in their area. Those dollars are now providing needed services to disabled youngsters and adults.

Out in California, Teamsters were involved in a lot of ways, with CB rallies, truck roadeos and other things.

Ace C. Hatten, president of Local 439, appeared on his local segment of the telethon to turn in donations not only from his own members but from other locals in Joint Council 7 and 38's areas.

Once again, the persuasive Easter Seal staff found a soft heart and soon had Hatten manning some madly jangling phone lines.

From the Easter Seal people in Gary, Indiana (not from modest Teamsters, mind you), *International Teamster* learned that one of its IBT affiliates, Local 142, has been actively involved with Easter Seals for nearly 18 years, and has a "long-standing love affair going with the Lake County, Indiana Society for Crippled Children," as they put it.

Local 142 back in 1963 joined with the Northwest Indiana Building and Construction Trades Council to construct on a volunteer basis the Trade Winds Rehabilitation Center, named after the trade union men who gave up their holidays, weekends and vacation time to make it a reality. That center today services more than 400 children with their daily therapy needs. One entire room is dedicated to former Local 142 Secretary-Treasurer Mike Sawochka, whose friends furnished it after his death in his memory.

A second wing has since been added to the structure, largely with the assistance of Mike's son, Donald Sawochka, secretary-treasurer of Local 142, and his members.

Some members of the local union also belong to the "Pirates," a group that helps underwrite the costs of children's therapy programs at Trade Winds. Since 1966, they have each given $100 toward this goal. In 1978, Don Sawochka was appointed Admiral of the Pirates and through his efforts, more than $100,000 poured into Trade Winds' coffers during the first year of his office.

One Local 142 member, Joseph Carabi, recently received the SPIRIT award, which is presented to the Pirate who recruits the most new members.

Currently, they are attempting to build another addition to Trade Winds, and the Teamsters at Local 142 are already in the vanguard of the effort, having donated $5,000 as one of the first contributors.

Patients at Trade Winds have included many from Teamster families or been Teamsters themselves, since programs have been added to benefit adult problems. It's obvious that the generous Teamsters at Local 142 are doing more than their share for Easter Seals and will continue to do so.

To draw this year's report on the Teamsters' $200,000-plus efforts with Easter Seals to a close, we're proud to report that an idea conceived and implemented by Omaha, Neb. Teamster Local 554 and its secretary-treasurer, Thomas McFarland, stands a good chance of going national next year.

The National Easter Seal Society was so taken with the idea of the "Easter Seal Express" Teamsters and area truckers ran across Nebraska this year, that they'd like to run it all the way across the country next time.

Teamsters drove all the way across the state, picking up money and reporting their progress along the way. They concluded their trek in Omaha, where final reports were given on the Omaha segment of the telethon. (They must have brought in an awful lot of cash because they were still tallying it as this issue of the magazine went to press.)

All we can say now is: Good Going, Teamsters. You really came through. Maybe we'll do even bigger and better things next year.

$1.5 MILLION DUE AKERS-CENTRAL EMPLOYEES

THE INTERNATIONAL Brotherhood of Teamsters has won a settlement of more than $1.5 million for former employees of Akers-Central Motor Lines.

The huge award was made to the employees involved because they were laid off in violation of the National Labor Relations Act and in violation of the labor agreement existing at the time of the discharges.

The settlement also provides that any future operations of the owner or the companies involved will be covered under the National Master Freight Agreement and that laid-off workers will be rehired according to seniority.

The litigation has been in the works since 1978, following purchase of Akers and Central by Victor DeMaras who began to operate the companies non-union and sold off rights to other companies.

Employees who will be beneficiaries of the settlement are located in the Eastern, Southern and Central Conferences of Teamsters. The litigation already has resulted in a $160,000 payout to the workers illegally fired.

When final backpay awards are completed, the settlement will reach a total of $1,600,000.

The agreement has been approved by a five-man union subcommittee, rank-and-file union members, an administrative law judge of the National Relations Board, and DeMaras.

Final settlement awaits only the approval of U.S. District Court Judge James B. McMillan, of the federal court in Charlotte, North Carolina. His approval is expected in the next few weeks.

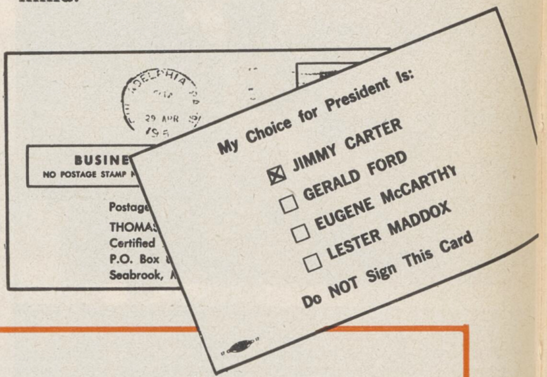
THAT'S UNDECIDED!

It's election time. And either President Carter better beef up the U.S. Postal Service's delivery system or it took one Teamster a very long time to decide who he wanted to win the 1976 Presidential election campaign. That's right, we said '76!

At least, that's what we deduce from this response to a Teamster poll conducted back in 1976 by the union to determine the membership's wishes before endorsing a political candidate.

This ballot, one of nearly two million sent, arrived at headquarters recently, postmarked Philadelphia, Pa., April 29, 1980.

Obviously, the President can count on one committed vote from the Keystone State, but, boy, it took that voter a long time to make up his mind.



BUSINE
NO POSTAGE STAMP

Postage
THOMAS
Certified
P.O. Box
Seabrook,

My Choice for President Is:
☒ JIMMY CARTER
☐ GERALD FORD
☐ EUGENE McCARTHY
☐ LESTER MADDOX
Do NOT Sign This Card

A MEETING ON KRAFT

TEAMSTER local unions holding contracts with Kraft, Inc. and Kraftco Corp. met recently in Atlanta, Ga., for a meeting convened by IBT Warehouse Division Director John J. Greeley. Delegates discussed in particular Kraft's current non-union operations in some areas, with an eye toward organizing them.

Representatives of more than 19 Teamster locals attended the session to report on current conditions within their areas and to offer their comments on the suggested campaign. Also participating were Norman Goldstein and Norman Weintraub of the International staff, and Robert Flynn and Jerald Schulthies of the Eastern Conference.

One result of the day-long session was the decision by the locals, in conjunction with the International Union and the Eastern Conference of Teamsters, to formulate a coordinated campaign to organize the non-union plants. Delegates also agreed to study the feasibility of formulating a coordinated approach to bargaining nationwide.

PARK IT!

IF YOU'VE BEEN YEARNING for the wide open spaces or just to get away from the city "hassles" for awhile, the nation's parks may be offering just what you need.

Park vacations offer something for everyone, and in these times of high inflation, the price sure is right.

Yellowstone, Grand Canyon, Yosemite, Great Smokies—just about everyone recognizes these great national parks. But many people don't know that Tuzigoot, Pecos, Tumacacori and Harpers Ferry are part of the National Park System, too.

Large or small, the parks of this country offer endless diversions from our everyday occupations; they can be a restorative for the mind and spirit.

The Teamsters, as one of the permanent members of the National Parks Foundation, know the heritage the parks preserve for us.

Altogether, there are about 353 national parks and affiliated sites, totaling 30 million acres in the United States, Puerto Rico and the Virgin Islands.

They offer mountain ranges, volcanoes, long stretches of shorelines along oceans and lakes, deserts, caves, near-tropical swamps, earthquake sites, glaciers, lava lands, sand dunes, tidepools, jungle grasslands, waterways and wilderness, the taming of the West, ghost towns, log cabins, steamboats, mule trains, badlands, redwoods, cypress and simple unadulterated tranquility.

The parks preserve lands once the home of Indians and pioneers. They protect buildings and other sites associated with American poets, artists, scientists, inventors, soldiers and statesmen.

They provide opportunities for presentations of the art and the folkways of America for all to enjoy.

The diversity of the parks is reflected in their titles. Generally, the natural areas are called parks or monuments, and the historical areas are called historic sites, battlefields, monuments, memorials, military parks or shrines. There also are scenic riverways, lakeshores, scenic trails, parkways, recreation areas and centers for the performing arts.

Parks perpetuate our national heritage. They protect the wilderness so that nature—whether it be in the form of grizzly bears, trumpeter swans or deer—may perpetuate itself unhindered as much as possible by man but recognizing that man, too, is a part of the natural process.

Parks perpetuate experiences we long remember: the exhilaration of coming across the cool, clear, rushing waters of a mountain stream after an arduous hike; the joy of discovering a natural stone arch on an ocean beach; the thrill of unexpectedly seeing a moose march into a backwoods lake.

The National Park System presents historic places so that their stories and significance can continue to be heard, understood and recalled. These are the places where our ancestors lived, worked, hoped and died. And gazing upon or walking through ancient cliff dwellings in the Southwest can help us gain a perspective of ourselves and our civilization.

Camping, backpacking, spelunking, canoeing, white-water rafting, boating, fishing, horseback riding, hiking and nature walks with rangers are just some of the pastimes you can enjoy in a park area.

Visitors can travel by car, by boat, by train, by horse, on foot or even by snowshoe, depending on the park they choose.

Some national forests and parks even have special programs for the handicapped. Many offer special golden age passes to our senior citizens.

Nearly 100 parks offer extensive camping facilities, while others offer limited campsites in back-country areas to accommodate visits by canoeists, hikers and other outdoor enthusiasts.

Within the 154 national forests in 39 states and Puerto Rico are 182 million acres open to backpackers, with more than 105,000 miles of trail—from the 2,000 mile long Appalachian Trail which winds from Maine to Georgia to the Pacific Crest Trail in the West which twists and turns for 2,150 miles through the Cascades and the Sierras from Canada to Mexico.

But whatever park you choose, and whatever pastimes you pursue there, we'll guarantee that *any* parks vacation will be one to remember—one where you'll get closer to nature and your family at the same time.

If you're planning a parks vacation soon, though, you might want to remember that thousands of others will be enjoying the parks with you. If you want a campsite, it is a good idea to plan ahead, find out what facilities are available at the park you're headed for, and come prepared.

That way, the only surprise that will await you will be how much fun you'll have.

DISCOVER
AMERICA'S NATIONAL PARKS

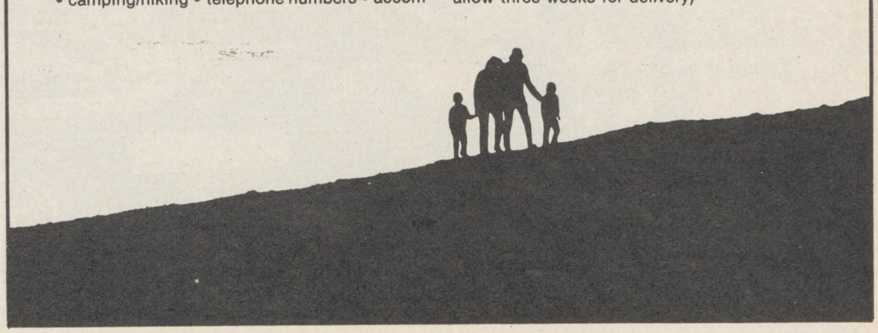
Plan your visit now with the new "Complete Guide to America's National Parks"

The official guide, published by the National Park Foundation, covers 353 of America's National Park areas. One easy-to-read, fact-filled volume contains everything to plan your trip efficiently: • permit/fee information • park activities • camping/hiking • telephone numbers • accommodations • supplies • first aid/hospitals • maps.

An ideal gift item!

Send $4.95 plus .85 for postage and handling to: National Park Foundation, Department IT, P.O. Box 57473, Washington, D.C. 20037

D.C. Residents add 25¢ sales tax. (Please allow three weeks for delivery)



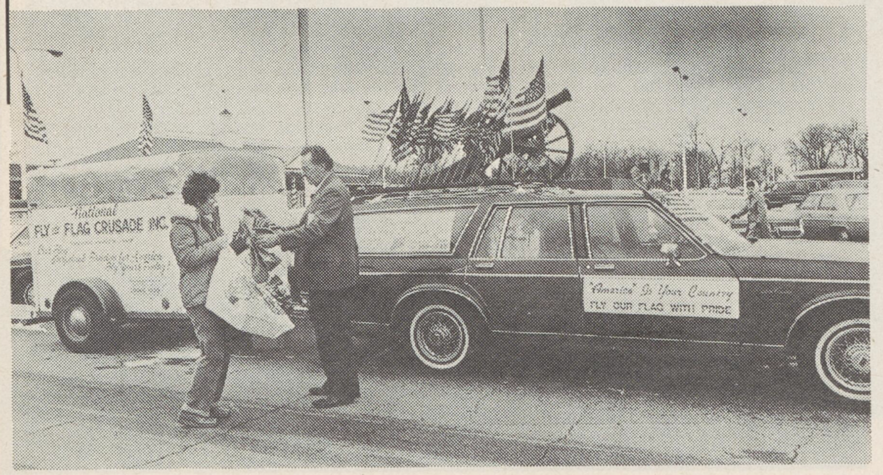
'OLD GLORY'

Long May It Wave

FLY OUR FLAG TODAY

NATIONAL FLY THE FLAG CRUSADE INC.

Above, Poulsen meets with Secretary-Treasurer Ray Schoessling. Below, his flag-bedecked car.


National
FLY the FLAG CRUSADE INC.
"America" Is Your Country
FLY OUR FLAG WITH PRIDE

JUNE 14—Flag Day—a day for Americans to join in hoisting the Stars and Stripes across the land, in celebration of freedom, democracy and independence.

For Teamster Jack K. Poulsen, every day is Flag Day.

During his work week, Poulsen is an over-the-road driver for Ben Franklin variety stores out of Minneapolis. But in his spare time, the Local 544 member, Navy veteran and super-patriot is a man with a mission—"To regain, maintain and retain the glory of Old Glory."

Poulsen is president of the National Fly the Flag Crusade, Inc., a non-profit organization he formed to seek a return to patriotism among Americans.

Poulsen began his crusade to get Americans to fly the flag back in 1968, when he became troubled and concerned over seeing the flag "dragged, burned and desecrated" around the country during the Vietnam conflict.

Deciding to do something about it, the Teamster has since devoted virtually all his spare time to promoting the flag. Each year, he and his wife, Artis, travel the country weekends and during their vacations, giving away American flags, stickers, buttons and leaflets on street corners.

When making his cross-country stops, Poulsen is dressed in a red blazer, blue slacks and shirt, and red, white and blue tie. Thirty Old Glories adorn the top of his station wagon, which pulls a trailer imprinted with "Our Flag—Perpetual Freedom for America . . . Fly Yours Today."

During a recent visit to Washington, the Teamster stopped by IBT headquarters where he made a special flag presentation to IBT General Secretary-Treasurer Ray Schoessling.

The Teamster says things have changed a lot in the 11 years of his campaign, during which he and his wife have given away more than half a million American flags in 34 states.

"The situation in Iran is bringing a great return to patriotism," he notes.

Poulsen doesn't accept donations for what he is doing; all he wants is respect for "Old Glory, our national symbol." He finances his travels with money his own flag company makes by installing 18 foot flagpoles in the Minneapolis area.

"When I started this back in 1968, a lot of people thought I was crazy," Poulsen says, "but the only thing I'm selling is patriotism."

Poulsen is a patriotic man. He gets upset when he watches children sitting and chewing gum while the National Anthem is played at athletic contests or when a school principal doesn't want to say the Pledge of Allegiance because it "takes too much time."

His crusade won the 1977 Freedom Foundation George Washington Honor Medal. He has met presidents, governors and all kinds of state and local officials in his travels, all of whom he urged to promote the flying of the flag.

And when flags fly this June 14, you can bet that Jack Poulsen will be flying his, and probably handing out a few more, too. Utopia for Jack and Artis would be to see a flag flying from every building and home in the U.S. It's people like him who'll keep Old Glory flying high and his brother and sister Teamsters will be proudly helping.

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

ASBESTOS WATCH

THE Occupational Safety and Health Administration (OSHA) has announced plans to begin work immediately on lowering the permissible level of on-the-job exposure to asbestos. This action is based on the findings of a joint OSHA-National Institute for Occupational Safety and Health (NIOSH) work group.

Dr. Eula Bingham, OSHA administrator, announced the group's findings at a recent press conference in Washington, saying, "Asbestos is perhaps the foremost symbol of this country's concern about toxic substances in the environment and the workplace. This report is cause for concern."

The work group found strong evidence that all forms of asbestos present a serious health hazard, causing lung cancer; asbestosis, a permanent scarring of the lungs; and mesothelioma, a cancer of the chest lining.

An estimated 1.4 million U.S. workers are exposed to some of the 750,000 tons of asbestos used each year. OSHA officials estimate that between 58,000 and 75,000 people die each year due to asbestos-related disease, primarily cancer.

Current OSHA standards, established in 1972, limit workplace exposure to two million asbestos fibers per cubic meter of air. The work group report states that there is *no* safe exposure limit, and accordingly, all non-essential uses of asbestos should be eliminated. NIOSH Director Anthony Robbins said that some firms are already moving in this direction, noting that 30 percent of the cars built by General Motors this year will be equipped with brake shoes containing no asbestos.

The report also recommended that in workplaces where asbestos substitutes could not be found, the exposure limit should be reduced to 100,000 fibers per cubic meter of air. This figure was chosen because it is the lowest level detectable by conventional workplace testing methods.

Dr. Bingham told the press conference that she hoped the work group's recommendations could be heeded in a new regulation as soon as possible. "The severity of the threat posed and the very high number of workers exposed to the asbestos hazard dictate that we move with all deliberate speed in amending the present standard . . . ." Bingham said.

The work group also made recommendations on other aspects of the asbestos hazard, including medical testing procedures, employee access to medical exam records, transfer rights for employees who show symptoms of asbestos-related disease, and added protections for high-exposure industries such as construction and shipbuilding.

CARCINOGEN POLICY

FOLLOWING two years of rule-making activities, the Occupational Safety and Health Administration (OSHA) has announced its final policy for identifying and regulating cancer-causing substances in the workplace. The policy is based on an ongoing hearing record of more than 250,000 pages. The IBT actively participated in that hearing and the formation of the policy.

The policy establishes a procedure for identifying and regulating carcinogenic (cancer-causing) substances in the workplace through the use of animal testing and other short-term laboratory tests. Before this change in policy, OSHA was burdened by a much longer procedure, based in part on mortality information. The new policy is a departure from this "body count" system.

Reliable estimates tell us that over 100,000 American workers will die each year from cancers caused by exposures at their jobs (industry and media have led the public to believe that "everything causes cancer" and that the government has "over-regulated" everything. In fact, of about 100,000 chemical compounds in the workplace, OSHA has regulated only about 20 as cancer-causing substances.

We know, or strongly suspect, that perhaps 1 or 2 percent of the other 99,980 chemicals cause cancer, but endless hearings, rehearings, and court challenges by industry have made it impossible to place controls on them. It has taken two to four years to regulate a single cancer-causing substance due to these court challenges.

Controls on carcinogenic substances are often expensive propositions for industry. Since the new OSHA policy will allow quicker identification and more rapid regulation of these substances, the response of industry in opposing the policy was predictable.

When the policy was officially released early this year, the rush of industry attorneys running for various courthouses around the country resembled the Boston Marathon. Private companies and well-funded industrial action groups have used every legal method to delay or prohibit OSHA from ever using the new regulatory procedures. The group most threatened by the new policy is the oil and chemical industry, so no court challenge will fail for lack of funds.

The outcome of these law suits will not be known for quite some time. Whether OSHA will be able to effectively use the new policy while they are pending also remains to be seen. But whatever the result is, it will profoundly affect the lives of millions of American workers, both now and in the future, who may be exposed to a cancer threat in the workplace.

TEAMSTERS TAKE THE OFFENSIVE ON SAFETY

EARLY LAST MONTH, the Senate Committee on Labor and Human Resources held hearings on S.2153, the so-called "OSHA Improvements Act of 1980," introduced by Senator Richard Schweiker (R-Pa.).

In a statement submitted to the committee, IBT General President Frank E. Fitzsimmons explained the Teamsters' opposition to the bill, saying: "Any legislation affecting the rights and protections of our members under the OSHAct is of the highest priority to this organization."

The bill would exempt about 90 percent of all workplaces from general schedule OSHA inspections. It would also restrict inspections in response to an employee complaint and reduce the penalties that OSHA could assess against companies who fail to comply with safety regulations.

Using specific examples drawn from Teamster worksites around the country, President Fitzsimmons informed the committee how Teamsters and all workers would be hurt by the bill.

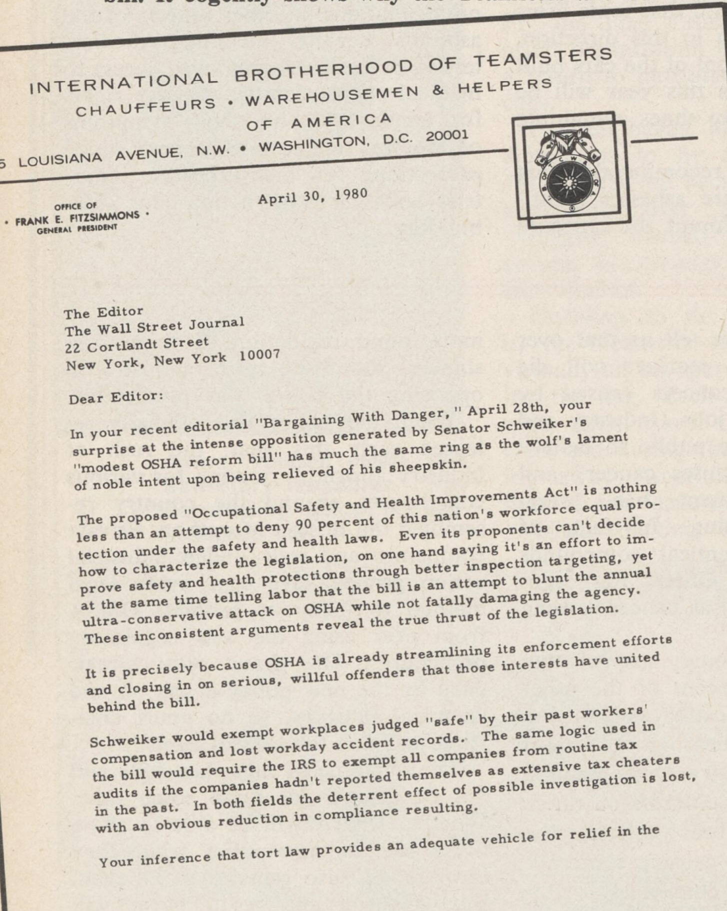
For example, Local 159 represents workers at an explosives plant in Wisconsin. If S.2153 had been in effect, the company would have earned exemption from safety inspections in 1977, based on its lost workday record in 1976. Even though considered "safe" as defined by the bill, three workers lost their lives in accidents there in 1977, and three more in 1978.

President Fitzsimmons' statement described in detail why the Teamsters Union stands united with all of labor on this issue.

Teamsters are no strangers to hard fights and supporters of S.2153 who read that statement will know they're in for a battle.

THERE CAN BE NO SHORTCUTS ON SAFETY

This letter is a copy of a Teamster rebuttal sent to the *Wall Street Journal* opposing its April 28, 1980 editorial, Bargaining With Danger, which touted the merits of the Schweiker/Williams OSHA "reform" bill. It cogently shows why the Teamsters and other unions *oppose* this particular piece of so-called "protective legislation"; it also puts the legislation's supporters on notice that the IBT will accept no threat to workers' safety lightly.



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS • WAREHOUSEMEN & HELPERS
OF AMERICA
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• FRANK E. FITZSIMMONS •
GENERAL PRESIDENT

April 30, 1980

The Editor
The Wall Street Journal
22 Cortlandt Street
New York, New York 10007

Dear Editor:

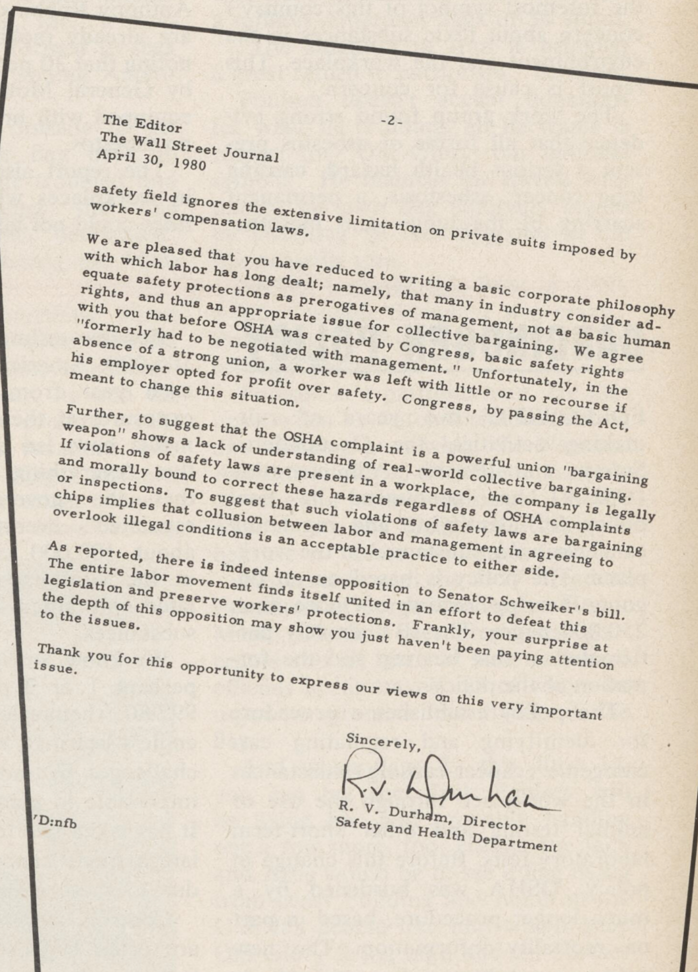
In your recent editorial "Bargaining With Danger," April 28th, your surprise at the intense opposition generated by Senator Schweiker's "modest OSHA reform bill" has much the same ring as the wolf's lament of noble intent upon being relieved of his sheepskin.

The proposed "Occupational Safety and Health Improvements Act" is nothing less than an attempt to deny 90 percent of this nation's workforce equal protection under the safety and health laws. Even its proponents can't decide how to characterize the legislation, on one hand saying it's an effort to improve safety and health protections through better inspection targeting, yet at the same time telling labor that the bill is an attempt to blunt the annual ultra-conservative attack on OSHA while not fatally damaging the agency. These inconsistent arguments reveal the true thrust of the legislation.

It is precisely because OSHA is already streamlining its enforcement efforts and closing in on serious, willful offenders that those interests have united behind the bill.

Schweiker would exempt workplaces judged "safe" by their past workers' compensation and lost workday accident records. The same logic used in the bill would require the IRS to exempt all companies from routine tax audits if the companies hadn't reported themselves as extensive tax cheaters in the past. In both fields the deterrent effect of possible investigation is lost, with an obvious reduction in compliance resulting.

Your inference that tort law provides an adequate vehicle for relief in the



The Editor
The Wall Street Journal
April 30, 1980

-2-

safety field ignores the extensive limitation on private suits imposed by workers' compensation laws.

We are pleased that you have reduced to writing a basic corporate philosophy with which labor has long dealt; namely, that many in industry consider adequate safety protections as prerogatives of management, not as basic human rights, and thus an appropriate issue for collective bargaining. We agree with you that before OSHA was created by Congress, basic safety rights "formerly had to be negotiated with management." Unfortunately, in the absence of a strong union, a worker was left with little or no recourse if his employer opted for profit over safety. Congress, by passing the Act, meant to change this situation.

Further, to suggest that the OSHA complaint is a powerful union "bargaining weapon" shows a lack of understanding of real-world collective bargaining. If violations of safety laws are present in a workplace, the company is legally and morally bound to correct these hazards regardless of OSHA complaints or inspections. To suggest that such violations of safety laws are bargaining chips implies that collusion between labor and management in agreeing to overlook illegal conditions is an acceptable practice to either side.

As reported, there is indeed intense opposition to Senator Schweiker's bill. The entire labor movement finds itself united in an effort to defeat this legislation and preserve workers' protections. Frankly, your surprise at the depth of this opposition may show you just haven't been paying attention to the issues.

Thank you for this opportunity to express our views on this very important issue.

Sincerely,

R.V. Durham

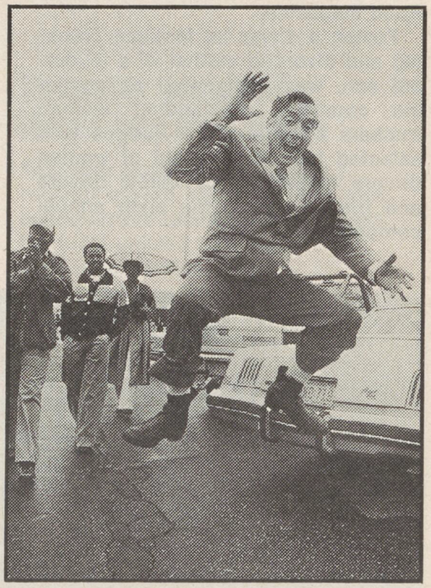
R. V. Durham, Director
Safety and Health Department

'D:nfb

ACTIVE IBT LOCALS

Top, IBT Organizer William H. Grant (center with suit and tie) is surrounded by excited Fiber employees as he tells the media of the victory, outside the plant gate.

A Great Place To Work
And Getting Better



Fiber Industries' slogan is "A Great Place to Work And Getting Better." As Fiber employees, from left to right, James Sloan, Jerry Reid, Mae Sloan and Harold Horton, hear the news of the Teamster victory, Horton's reaction makes it clear that will be true, now that the Teamsters are around.

CHARLOTTE, NORTH CAROLINA

Teamsters Win A Big One at Fiber Industries

In probably one of the most important elections of the year, Teamsters from Local 71 in Charlotte, N.C. have won a National Labor Relations Board ballot at Fiber Industries, Inc., after a close 1,002 to 990 vote.

The election win at the huge Fiber plant, with more than 2,100 hourly production and maintenance employees, was doubly important because the company had employed so many anti-union and anti-worker tactics in its campaign against the union.

With the final election result subject only to the NLRB's ruling on 12 challenged ballots, Local 71 officers report that they are confident the election will stand, since at least one ballot is that of a discharged employee of the plant, whose claim against the company, if upheld by the board, would require return to work with full backpay.

The Teamster win came with the union's second attempt to organize the plant after the first election, held July 26 and 27, 1979, was set aside by the NLRB, due to the company's gross misconduct.

In the first election, workers voted 883 for the union, 1,272 against. Some of the company's techniques, however, the board later found to be decidedly illegal.

One of the company's tactics included sending plant employees a recording, described as a scare tactic, which rivaled the world-renowned "War of the Worlds" radio broadcast of the 1930s in its impact on workers.

The recording was a dramatization of a strike with women screaming, mobs roaring, glass shattering and machine guns chattering in the background.

Local 71 used the hysterical, anxiety-provoking recording and the presence of armed Rowan County deputy sheriffs at company captive meetings to justify its case, in asking the NLRB to set the first election aside and order a new one.

The NLRB ruled that both the record and the presence of armed deputy sheriffs destroyed the atmosphere and conditions under which an election could be held. In November, 1979, the regional director of the NLRB's 11th region in Winston-Salem, N.C., recommended that a second election be conducted, a decision concurred with by the NLRB in Washington, D.C.

The second victorious Teamster campaign began February 9, 1980 when an in-plant organizing committee of more than 200 employees was reactivated under the direction of Local 71 Secretary-Treasurer J. D. Wright and IBT General Organizer Bill Grant, from the International Union's department of organizing, in cooperation with the Eastern Conference of Teamsters.

During the course of the second campaign, the company again tried the pressure tactics it had found so successful the first time—sending employees another recording and using slide presentations which instead outraged many employees.

By this time, workers had learned that the company had no intention of keeping the many promises made during the first organizing campaign. They also were aware of the worsening economic conditions and saw for themselves the slick anti-union tactics being used by the company, apparently on the advice of their high-priced labor consultants—the Atlanta, Ga. firm of Constangy, Brooks and Smith. This time they went with the Teamsters.

Fiber Industries, Inc., a subsidiary of the Celanese Corporation, manufactures polyester yarn for tire cord and polyester staple fiber for clothing and home furnishings. With 2,500 employees and an annual payroll of $36 million, the company stands as the largest North Carolina plant yet organized by the Teamsters Union.

ACTIVE IBT LOCALS

CROZET, VIRGINIA

She's One of the Best, Judges Say of Teamster

Teamster Patti Foster, 26, a member of Local 29 from Raphine, Va., was recently named Queen of the Road, after a national competition sponsored by Ford and Rockwell International and managed by Open Road magazine.

Foster, a driver for McLean Trucking and divorced mother of a 9-year-old son, was designated as one of the country's outstanding women truckers by a board of judges who selected her from a field of women drivers nominated by fellow drivers and friends during the sixth annual competition.

Foster, known to fellow CBers along the roads as the "Bionic Blonde," works out of McLean's relay center at Raphine, where she's also affectionately known as "Baby Sister" to her coworkers.

She lives on a farm near the freight center with her son, Christopher, a fourth grader, and spends a lot of time with him, hunting on the farm and in nearby mountains, tending animals on the farm and engaging in other pastimes such as rollerskating and bowling. Collecting antiques is another of her hobbies.

Foster began her driving nearly five years ago, working for an independent trucker. Later she switched to McLean and signed on as a Teamster.

Foster says that although she sometimes dreams of becoming an owner-operator, "I'm not brave enough now to buy a truck when there are lots of good owner-operators getting by only by the skin of their teeth."

She adds that things have changed a lot in the trucking industry in just the few years since she began driving. "For instance, along I-81, every fourth or fifth large truck today is driven by a woman." It wasn't always that way.

In earlier days, Foster notes, she found it amusing and sometimes exciting to see the reactions of other drivers along the highway. She recalls the time when three men in a pickup were so busy looking at the woman truck driver they nearly ran her off the road.

She also recalls the time on a highway to Philadelphia when a tour bus pulled beside her truck at the traffic light and the busload of people eyed her. The bus driver opened the door and the sightseers were taking pictures through the door and windows.

Today, Local 29 has four female over-the-road drivers like Patti, and other locals around the country have hundreds more.

The 1980 Queen of the Road—Teamster Patti Foster

WASHINGTON, D.C.

Local 100 Delegation Joins Deregulation Fight

Members of Local 100's Women's Auxiliary, accompanied by Local 100 President Gairald F. Kiser, visited Washington, D.C., recently where they met with members of the Ohio and Kentucky delegations to the House of Representatives. They were there to ask their legislators to oppose Deregulation legislation when it arrives on the House floor this month.

The group also met with Senator John Glenn (D-Ohio), whom they thanked for his recent Senate votes on deregulation. The Cincinnati Teamsters praised Glenn's concern for working men and women, many of whom will find themselves without jobs and on the public welfare rolls, should this legislation take effect.

During their visit, the group also received a briefing on the legislation currently being considered by the IBT's Legislative Department and Representative Tom Lukens (D-Ohio). Lukens assured the Teamster wives and members of his opposition to the legislation and determination to protect their jobs.

CROZET, VIRGINIA

These Local Drivers Are Safety-Conscious

Safe driving is the key, or at least that's how these Teamsters, all employed by Hemingway Transport Inc., of Waynesboro, Va., see it. All five, members of Local 29 and city/dock employees of the company, were recently presented with safety awards for their good driving records. Kneeling, from left, are: E. G. "Junior" Gibson and John G. Herron. Standing, from left, are: D. D. Hutchinson, Ezra Steele and Howard M. "Red" Rucker. Gibson, Rucker and Steele each received a plaque for 20 years' safe driving along with gold watches and Hemingway jackets for their longevity with the company, while five year safe driving plaques went to Herron and Hutchinson. Brother Rucker recently retired from the company.

TRENTON, NEW JERSEY

Teamster Local 35 Moves into New Home

Teamster Local 35, Trenton, N.J., recently moved into a beautiful new headquarters facility, which houses the local union's offices, welfare fund and pension fund.

Shown here, at dedication ceremonies, are from left: Phyllis Lucidi; Greg Lucidi, pension administrator; John P. Greeley, IBT Warehouse Division director; Anthony D'Artiglio, Local 35 secretary-treasurer; Salvatore Provenzano, International Vice President; Frank J. Lucidi, Local 35 president; Roy Alston, Eastern Conference of Teamsters representative; John Hartigan, International auditor; Franklin Hamilton, welfare administrator, and Pam Page, secretary.

SYRACUSE, NEW YORK

Local 317 Retirees Band Together

Retirees from Teamster Local 317 in Syracuse, N.Y., deciding to join union brothers and sisters from across the country, have formed their own retirees' chapter.

At its first meeting late last year, the group elected new officers and established a program agenda. Elected were: Arthur Vinch, president; John Petroffski, vice president; Deacon Griffith, treasurer; Edward LeFever, secretary; Francis Murphy and Stanley Hawalka, trustees.

Officers report that members since have drafted bylaws, been issued identification cards and have scheduled many social activities. A bowling team already is sending the pins flying under Teamster colors and the group plans events such as a summer picnic and a fall dinner-dance.

As Secretary Edward LeFever says: "Activity and fellowship are the name of the game. There may be snow on the roof but our members have a strong fire in their hearts; they lend their voices to a common cause and offer assistance to any brother or sister member in need of a helping hand."

Local 317 retirees also thanked their local union officers for assistance given in establishing the club. "Without their help and advice, we would have had a rough time getting the sails up and no breeze to carry us to our destination," LeFever stated. The IBT hopes that for these Teamster veterans, there will be nothing but smooth sailing ahead.

ACTIVE IBT LOCALS

STE. GENEVIEVE, MISSOURI

180 Vote for Teamsters At Georgia-Pacific

Production and maintenance workers employed by the Georgia-Pacific Corp., plant at Ste. Genevieve, Mo., voted for representation by Teamster Local 574 of Cape Girardeau, Mo., recently.

Donald Hurst, secretary-treasurer of the union, said the bargaining unit of 180 workers has been certified by the National Labor Relations Board.

Besides production and maintenance, the unit includes shipping and receiving employees at the plant where bank passbooks are manufactured.

Hurst said the organizing campaign was directed by Jerry Schmidt, IBT general organizer, who was assisted by Wilbert Manche of Local 574.

The plant organizing committee included: Debra Bova, Connie Fallert, Ronald Zerwig, Mary Lee Huck, Gary Brace, Allen Roth, Michael Kohm, Duane Donze, Bill Bonnell, Marcella Curtis and Mary Grass.

CHICAGO, ILLINOIS

Ward's Workers Face Shutdown, Job Loss

Faced with a threatened shutdown of Montgomery Ward's Chicago based mail order and fashion house facilities and the potential layoff of nearly 900 Teamsters, Teamster Local 743 of Chicago, Ill. is moving to protect Ward employees who could face permanent layoff.

The company announced its plan to relocate its mail order and fashion facilities operations to Cincinnati, Ohio, in early April, just after negotiators representing 13,000 Ward's employees began formulating strategies for a new contract to replace one expiring July 31.

Local 743 President Donald Peters has pledged to workers that the local union will use every legal means available to avert the threatened shutdown and protect workers. Local 743 attorneys also have been instructed to take legal action against Ward's because of what the local terms "bad faith dealing with the employees and their union."

"When Ward's built facilities in Cincinnati, we were informed that they were to provide service to the growing number of customers in the South," Peters noted. "Employees who were concerned about their jobs were assured by company representatives that senior employees would be retained in the mail order and fashion houses.

"Now," Peters noted, without advance notice "when departments are shut down, employees with up to 40 years of service will have no job security. Many workers who have been at Ward's for 15 and more years are facing a jobless future, since at their age they would not be considered for employment by other firms.

Noting that Ward's has had contracts with the Teamsters since 1955 and that the union had made major gains in living standards, pension and health benefits for employees, Peters added: "Ward's is owned by the Mobil Oil Corporation, the same firm recently charged by President Carter of overpricing products sold to consumers by $45,000,000. We are seeing the same heartless approach to the employees now as was demonstrated by Ward's before employees won bargaining rights through Local 743 in 1953."

With more than 80 percent of Ward's mail order employees in Chicago black, and the majority of them women, Peters concluded: "These loyal people who have helped Ward's thrive now face a difficult job market and the loss of benefits built through 24 years of collective bargaining."

Already support is building in the city for the affected workers, with many community, consumer, labor, church, civil rights groups and other organizations joining Local 743 in protesting the closing of Ward's Chicago operation.

"They believe with us," Peters said, "that it is unfair for a huge oil company making high profits to move Ward's Chicago facilities out of the city and leave employees stranded, to add to the lines at unemployment compensation offices and welfare agencies."

Peters also noted that the situation will result in drastic changes in the union's bargaining posture as the Teamsters' Montgomery Ward Council prepares for upcoming negotiations. "Job security, severance pay and advance discussion of actions leading to permanent layoffs will be on the bargaining table," Peters promised, speaking as chairman of the council.

Here Ward's veteran employees Ann Brown (left) and Bernice Pope tell a reporter what closing of Montgomery Ward's catalog house and fashion operations in Chicago will mean to workers who helped build the company. Ward's, owned by the profitable Mobil Oil Corp., closed some operations last January and gave a few employees an opportunity to move to Cincinnati. The next announced cutback, to take effect June 26, will cause the layoff of more long-service employees. Ward's had informed veteran workers as recently as January that their jobs were secure.

CHICAGO, ILLINOIS

'Windy City' Police Want to Go Teamster

In a strong bid to represent Chicago's police officers, Teamsters from Joint Council 25 and Local 714, have asked Chicago Mayor Jane Byrne to order an election to find out who the police officers want to represent them.

The request follows months of fractious in-fighting by several groups seeking to represent the policemen, including the Teamsters, who have collected thousands of authorization cards from policemen during a year-long representation battle.

In seeking an immediate election, J.C. 25 President Louis Peick, also an International vice president, urged Mayor Bryne to establish the machinery for an election to take place "that would enable Chicago police officers to select their own collective bargaining representative."

The Teamsters are seeking to represent an approximately 8,000 member unit consisting of all police officers under the rank of sergeant. They are vying for representation rights with several other unions, including two from the AFL-CIO.

The 12,785 sworn members of the Chicago police department belong to a total of 27 police associations, including ethnic and political organizations.

The Chicago Patrolmen's Association claims 5,500 members; the Federation of Police claims 5,000; the Chicago Police Officers Union, Local 1975, claims 4,100 and the Confederation of Police claims 3,200. Many policemen belong to more than one group.

Chicago Teamsters say that Mayor Byrne has already agreed in principle "that an election would be the best method" to select a police union, but the machinery for the election has yet to be set up.

Unions seeking to represent the officers, while divided on what the composition of the bargaining unit should be with some holding out to include officers such as captains, have all agreed that they want a contract that would ban strikes but provide for binding arbitration.

William T. Hogan, Jr., chairman of the year-old Law Enforcement Division of J.C. 25 and president of Local 714, pointed out recently that the Teamsters could offer the law enforcement officers advantages other unions could not, including autonomy as a local union and strong support at bargaining time, along with a host of other services.

Charging that competing police organizations have been "inept and incompetent" in their representation, Hogan promised that the Teamsters would ensure that officers were treated as the professionals they are. Officers could rest assured, Hogan added, that the Teamsters, who already represent hundreds of truck drivers and other city employees, would also lend them their complete support at contract time.

Noting that some critics have tried to "smear" the Teamsters during the organizing campaign, Hogan attributed the attacks to the fact that "they know they can't compete with the services and the strong contract we can deliver to Chicago policemen."

Hogan added that his signed authorization cards indicated a great deal of interest by Chicago officers in Teamster membership.

Questioning the membership claims of the other police groups, Hogan added: "I don't think they have all those thousands of members. It's time to have a fair election with every organization interested on the ballot." Members of his police officers organizing committee agree.

Bryne has said she would recognize a police union if the policemen decided among themselves which union or group was to be the bargaining agent. Only a secret ballot election conducted under the auspices of either the Federal Mediation and Conciliation Service or the Illinois Department of Labor can do that, as the Teamsters pointed out in their letters and meeting with the Mayor.

Promising "performance, not promises," Teamsters have pledged to work with Chicago policemen on *their* program. "When police officers have the opportunity to vote, they will vote Teamsters," officers of J.C. 25 and Local 714 say, "for their own union . . . for their own officers . . . for their own program . . . with help from the largest and most effective labor organization in the United States . . . the Teamsters." Now, all they need is the opportunity to do so, but for that Mayor Byrne must establish the election machinery.

Surely Chicago police officers have waited long enough.

Members of the Chicago police officers committee for a Teamster contract attend a recent press conference where they called on Chicago Mayor Jane Byrne to order a secret ballot election to let police officers decide which union representation they want in Chicago.

ACTIVE IBT LOCALS

MINNEAPOLIS, MINNESOTA

New Honeywell Pact Is a Real Honey

8,500 Teamsters employed at 14 Honeywell Inc. plants in Minneapolis and elsewhere in Minnesota are delighted with the agreement just negotiated for them with their employer by Teamster Local 1145.

The new pact guarantees workers a whopping 13 percent increase in the first year and 11 percent in the second year, with improvements in pensions, health plans, vacations and other fringes.

The settlement, approved by Honeywell employees on February 3, averted a threatened strike by the company's production and maintenance workers.

Local 1145 leaders were justifiably proud of the settlment, which, they noted, was the largest wage increase ever negotiated between Honeywell Inc. and the Teamster local union.

William Tyler, president of Teamster Local 1145, said: "The contract was a breakthrough. It contained very substantial wage improvements as well as improvements in pensions, dental and vacation benefits." He added that Local 1145 also managed to negotiate improvements in retirees' pension benefits, leading the way on a new negotiating issue just beginning to be pursued at the bargaining table.

Negotiations for the new two-year agreement started on December 1, 1979, under the direction of a 57-member committee.

Of the contract, Mel Rudinger, secretary-treasurer of Local 1145, added: "We are proud of our negotiating committee, both in the way they worked in the negotiations and in the way they represented every division, every shift and every plant. No one was left without representation."

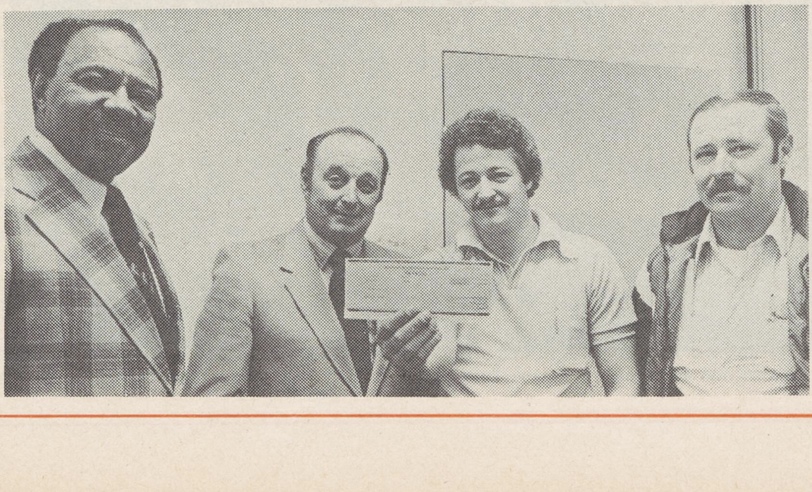
"They have every right to be proud of their new contract," added Howard Fortier, secretary-treasurer of Teamster Joint Council 32, about the Honeywell settlement. "The officers and the bargaining committee did an outstanding job in representing their members' needs in a difficult time—a time of great economic stress."

Top, Honeywell employees wait in Minneapolis Auditorium to cast their ballots.

Members of the 57-member Honeywell negotiating committee representing all shifts, departments and plants in the Twin Cities area, are shown working on the Local 1145 contract. Representing the union, facing the camera at the front table, left to right, are: Pete Iverson, business agent; Ernie Schulz, welfare director and trustee; Dorothy Strand, staff aide; Eugene Keating, attorney; Bill Tyler, president; Mel Rudinger, secretary-treasurer; Doris Sims, business agent, and James Holte, business agent. Behind them are other members of the committee.

DETROIT, MICHIGAN

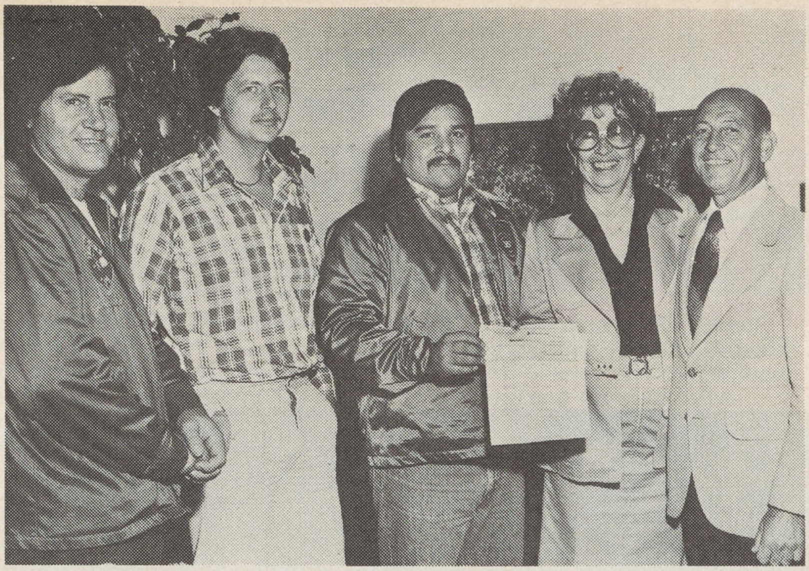
Grievance Win at 337



Teamster Local 337 member Dennis Sokol proudly displays a backpay award of $24,155.00 won for him recently by his local union. Sokol was unjustly discharged by his employer, Midwest Machinery Movers, but after local officers went to bat for him, an arbitrator ruled in his favor. Shown here congratulating Sokol, from left, are: Business Agent Lloyd Williams, Local 337 Secretary-Treasurer Robert Holmes, and, at right, Steward John Hicks.

LOS ANGELES, CALIFORNIA

Backpay Award Gives Charity a Helping Hand

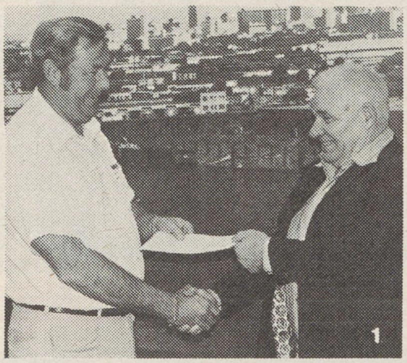


Winning a backpay award of $784.80 from their employer, March Transport, some kind-hearted Local 357 Teamster members decided to donate the proceeds to the Spastic Children's Society. Seen presenting the check to foundation director Anne Wendt are, from left: Stewards John Baioa, Jim Stoner and Danny Martinez and Business Agent Frank Manuri. The Teamsters who donated their backpay to the charitable cause included: Huey Gibson, H. D. Mincks, Autry Pilchier, Tyrone Taylor, Armando Mendoza, Ed Carter, Henry Lopez, Dick Hopkins, Walter Kroner, Bill Hull, Santee Moore, Rigoberto Parada, Peter Croin, John Gallagher, Tom Simpson, Ricky Clare, Tony Caruso, Governor McDonald, Russell Eplin, Dan Varela, Leon Duff, Vincent Rivera, Rickey Williams, Hector Perez, Conrad Guerra, Jim Rooney, Richard Olivarez, Jim Corley, Norman Day, Thomas Guthrie, Glen Togo, Tim Neeper, Bud Newton and Alejandro Moran.

PORTLAND, OREGON

Together, They Have 16 Decades of Service

Five members of Portland, Ore., Local 162 arrived at Portland's Union Plaza recently, where all had the happy task of picking up service buttons along with their first pension checks. Shown in the photos here are Teamster veterans, all of whom over the years have worked long and hard for the benefits of retirement they're now enjoying.



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Local 162 Business Agent Chuck Bevins (left) greets Fred E. Wright, a retiree from N.W. Grocery after 31 years. (1) Here Business Agent Tom Gawlista (left) congratulates Christopher R. Cole, a retiree from Phil Transfer with 35 years of service (2). In the other photos Gawlista makes presentations to: (3) John F. Riddle, 34 years with General Distributors; (4) William Coffman, 37 years with Oregon Washington Transfer, and (5) Carl R. Bigej, 22 years with Olsen Roe.

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ACTIVE IBT LOCALS

SEBASTOPOL, CALIFORNIA

Hospital Workers Vote for Teamsters

A strong majority of hospital workers, including registered nurses, voted for representation by Teamster Local 980 of Santa Rosa, Calif., recently in a National Labor Relations Board election.

James Campbell, secretary-treasurer of the union, said the organizing victory was scored at the Palm Drive Hospital in Sebastopol. The bargaining unit has more than 120 people.

Besides full-time and part-time nurses, the unit includes nurses aides, vocational nurses, operating room technicians, X-ray technicians, clinical laboratory assistants, pharmacist technicians, dietary department employees, medical record transcriptionists and clerks, ward clerks, and numerous other employee categories.

MARTINEZ, CALIFORNIA

Local 315 Comes To Teamster's Aid

Teamster Frank Marglon is back at work at Georgia-Pacific with full backpay of $17,736.00, after settlement of his discharge case with the California company. Here Teamster Local 315 Business Agent George Sveum presents Marglon with the backpay award won for him by his local union after a lengthy arbitration. The case was first handled by Local 315 Business Agent Dave Reese, who was forced to retire on disability before it was settled, after which Sveum handled it, with the able assistance of Attorney Ed Kovach.

BILLINGS, MONTANA

WCT's Strelo Retires, Leaves Sugar Council

Delegates to the Inter-State Council of Sugar Workers took time out at their spring meeting, held recently in Billings, Mont., to honor retiring Teamster veteran Jack Strelo. Strelo had served as chairman of the Sugar Division for the Western Conference since 1959.

Delegates to the session came from a five-state area including Montana, Wyoming, Colorado, Kansas and Nebraska; all are employees of the Great Western Sugar Co.

Shown here, wishing Strelo well in retirement, after presenting him with several gifts on behalf of members of the council are in the front row, left to right: Ludy Clayton, Larry Ramirez, F. C. Griego, Bill Kopsa, Bill Kaup, Don Krag, Delmar Burchett, Larry Kraus and LeRoy Steinmiller. Second row, left to right: Ira Orth, Norman Wagner, Dennis Pontine, Bill Kramer, Jack Strelo, George Winkler, Ed Tilley, Ron Weiss and Ronald Lutters. Last row, left to right: Glenn Pinney, Norman Schneider, Stanley Leachman, Paul Branstner, Jim Kelley, Don Reichert, Dave Jones, Gary Weidaman and Milton Muth.

NEW ORLEANS, LOUISIANA

One Million Safety-Conscious Construction Hrs.

Teamsters working on a Pullman-Kellogg construction project in Norco, La., were lauded recently by their employer for an outstanding safety record. Together the Local 270 members recently amassed one-million man-hours without a lost time injury, an outstanding feat for any construction work force. Here Teamsters working on the project gather to receive a special plaque and congratulations from P-K's safety department representatives. Shown from left to right at the awards ceremony are: Clay Hubble, P-K safety dept.; Bill Warren, safety dept.; Rogers Hulbert; Abe Messing, senior safety supervisor; Ray Perer, safety dept.; Michael Biagas, Local 270 steward; Clarence Young; Beverly Patterson; Willie Russell; Harold Madding, foreman; Armond Perkins; Charles Madding; Wilfred Dupart; Leroy Randolph; Alvia Lewis; Junius Randolph; Roy Madding and Walter Ard.

DON MILLS, ONTARIO, CANADA

Local 230 Member Receives Recognition

Teamster Local 230 member Roland Belanger had spent more than 35 years working for Dominion Building Materials in Ottawa, Ont., prior to his retirement last December. Feeling that so long a Teamster career should be commended, Local 230 Trustee William (Bill) Paquin (left) recently presented the Teamster veteran with a special plaque of recognition on behalf of the local union's executive board for his many years of service.

MONTREAL, QUEBEC, CANADA

Canadian Teamsters Make Organizing Breakthrough

Canadian Teamsters from Montreal Local 1999 recently wooed and won their first telecommunication workers, by organizing the employees of Telebec Ltd. of Canada.

Joining the Teamsters after an organizing drive and 12-month battle for legal recognition were 480 Telebec employees, among them servicemen, commercials, operators and office employees from throughout the Northwest Canada region. Telebec is a subsidiary of Bell Canada.

Four months of hard negotiations have now resulted in the successful conclusion of a first agreement with the company, which was ratified by the workers, four to one. In addition to benefit gains, workers won wage increases of between 40-50%, depending on classification, over a three-year period.

Telebec Ltd. employees were formerly represented by the Canadian Telecommunications Workers Union.

Shown here, signing the first agreement between the Teamsters and Telebec are, seated, from left to right: Marcel Léveillé, director of labour relations; Claude Boivin, personnel manager, Telebec; Gilles Laliberté, buiness agent and organizing director, Local 1999; Claude Germain and Mrs. Luce Beaudoin, members of the union negotiating team. Standing, from left, are: Yvan Bélisle, Yves Tanguay and Robert Bourdon, all from the company; and Léonce Bouchard, Rosaire Corriveau, Jean Maurice Têtu and Gérard Brazeau from the Teamster negotiating team. Also involved in the negotiations was Louis Lacroix, president of Local 1999, who does not appear in this photo.

CONSUMERS' CORNER

Many Americans maintain meticulous service records for their automobiles, but fall down when it comes to keeping tabs on their own health.

Maintaining personal health records can help assure prompt, proper and less costly medical care for you and your family. While all doctors keep records of their patients' visits and ailments, the days of the general practitioner caring for an entire family are fast drawing to a close. With medicine so specialized and American families moving as often as they do, a person's medical records may become hopelessly scattered.

The way to avoid this problem is to organize and keep up-to-date accounts of your own and your family's medical history.

Immunization records are very important, especially for small children. Because of the success of nationwide immunization programs, some parents are becoming lax about having their children vaccinated. An immunization chart will clarify your children's shot status. This is especially important if job transfers keep the family moving through the child's school years.

Of course, vaccination records will also help the adult keep track of his own innoculations, saving the expense of duplicating shots already taken.

Of live-saving importance is the knowledge of whether you or anyone in your family suffers from allergies to medication. Common drugs, such as penicillin, can be deadly to individuals allergic to them.

In such cases, acquiring an I.D. tag to be worn at all times is advised. This alerts an attending physician to the chance of complications. Individuals with medical problems such as diabetes or epilepsy also should wear such identification.

Information on life-sustaining prescriptions, such as insulin, nitroglycerine, digitalis and high blood pressure drugs should also be kept on file.

Family medical history involving parents and siblings should be noted in your records. Incidences of cancer, diabetes, heart trouble, stroke and hypertension as well as other diseases can have a bearing on your future health. Cause of death and age at death of close relatives can be important and should be recorded.

Accidents, including dates, causes, types of injury, treatment and attending physician should also be included in your files. The reason for this is the possibility that problems can develop years later from long-forgotten injuries.

All hospital admissions, including dates, name of the hospital, attending physician and reason for hospitalization should be an integral part of your history. Include all operations and pregnancies.

Important, too, is your inclusion of a history of all infectious diseases you or your family might have suffered, including hepatitis, scarlet fever, polio, various childhood diseases and others.

Special laboratory tests and procedures such as electrocardiograms, "Pap" tests, blood pressure, urinalysis, and their dates should also be recorded.

Other useful data would include blood type and Rh factor. Having this information at hand could save valuable time and aid in treatment, especially in emergencies.

If you have any new persistent symptom or continuous feeling of not being up to par, you should let your doctor know. For example:

- Any severe pain, especially if it is different from any pain that you have had in the past;
- Fever that lasts more than a few hours, is associated with chills, or comes on in repeated attacks;
- Unexplained loss or sharp increase in weight;
- Any sore that does not heal;
- A persistent lump or thickening anywhere in the body, but particularly if it occurs in the breast;
- Bleeding or bloody discharge from any of the openings in the body, or blood in the urine, stools, sputum or vomitus, and in women, any bleeding between periods or bleeding after the menopause.
- Difficulty in swallowing or persistent indigestion, or a change in bowel habits;
- Any bleeding from a wart or mole or any change in its color or size (a wart or mole should be shown to your doctor if it is located where it is irritated by clothing or by your usual daily activities).

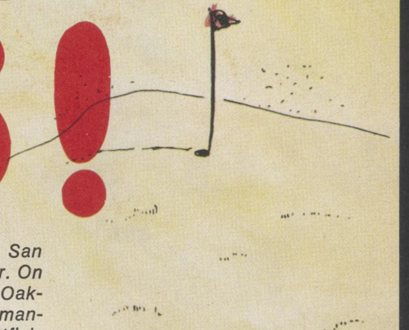
In addition to pertinent medical data, a list of doctors you have been to over the years should be kept complete with phone numbers and addresses, since consultations may be necessary.

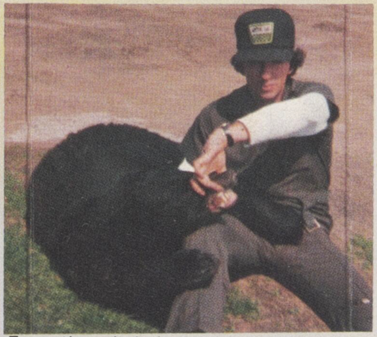
Also important are your health insurance related papers. These should be kept in a central place to avoid unnecessary anxiety and delay.

As a spokesperson for the New York City Board of Health pointed out, it is ultimately up to the individual to monitor his own health data.

The Health Resources Administration lists two sources for helpful health record material. One priced at 40 cents, is the "Family Health Record," available from the American Medical Association, 535 North Dearborn Street, Chicago, Illinois 60610. The other is "The Personal Health Record," which can be obtained from the Metropolitan Life Insurance Company, One Madison Avenue, New York, N.Y. 10010.

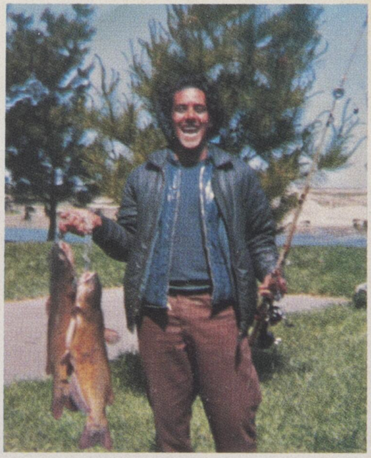
TEAMSTER SPORTS!





Even though it looks like they're playing, the 185 lb. black bear at left is the prized catch of Teamster Local 384 member Joe Nelligan, a truck driver for Burdett Oxygen Co., Norristown, Pa. This beauty was taken on the first day of a recent hunting trip to Pembroke, Ontario, Can., so Brother Nelligan spent the rest of his time relaxing, fishing and enjoying the Canadian wilderness.

Teamster Ed Mendez of Local 85 in San Francisco, Calif. couldn't be happier. On a recent weekend fishing trip to Oakwood Lake in Mantica, Calif, he managed to snag two good size catfish, one of which at 27", 10 lbs., qualified for biggest catch of the month. The Teamster's employed by Gallo Wines.



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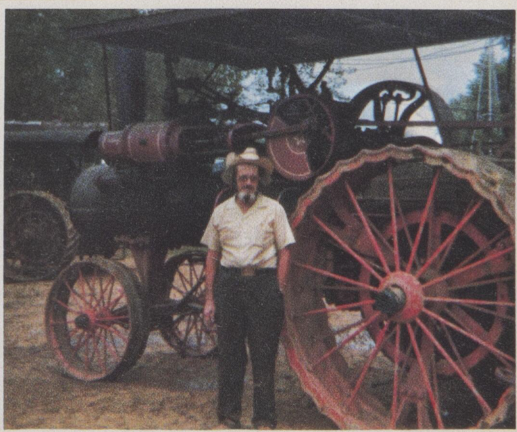
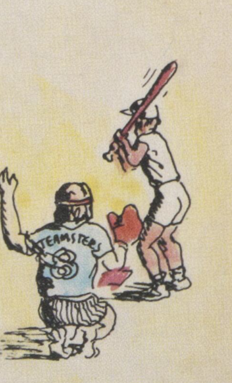
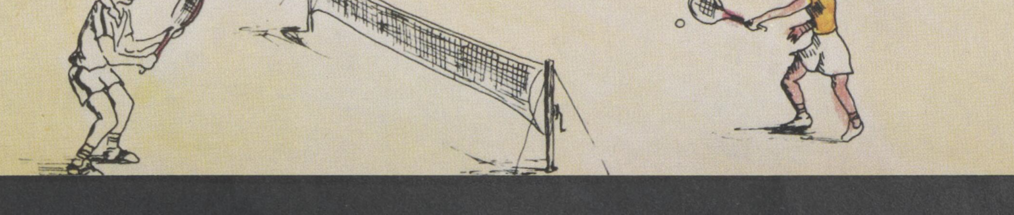
Phoenix Ariz. Local 83 member Greg Rusin, a redi-mix concrete truck driver for United Metro, started off the new year right, by bowling a 718 in 10-pin league play, with games of 215-238-265. Here Greg, left, receives a $25.00 prize from Lemrose Bowl night manager Don Baxter, for topping 700 in league play. Some Teamsters from N.Y. Local 375 may remember Rusin from his days with Red Star Express in Buffalo a few years back.

When Teamster Local 771 member Titus Brubaker, Jr. retired from Interstate Motor Freight, it seems he just couldn't give up his love for engines, so he transferred it—to steam traction engines such as the one shown here. A Port Huron, 60 HP model built in 1916, it is one of many exhibited and operated at steam shows in Pennsylvania and Maryland in which Brubaker participates and often MCs, as a member of the Rough and Tumble Engineers' Historical Society.







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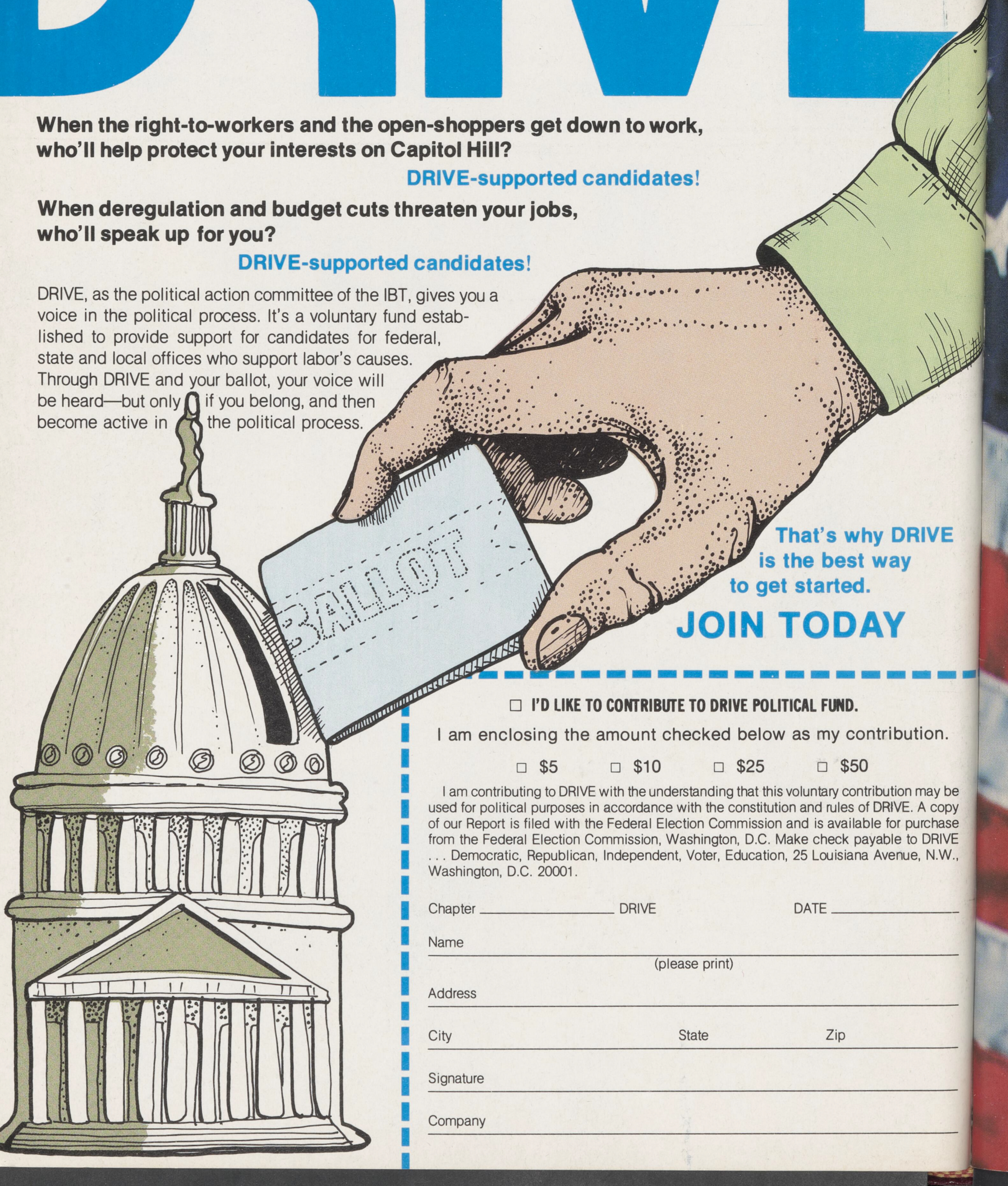

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THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

July 1980

THE ROYAL SUSSEX
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MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

DEREGULATION is a word that has been haunting us for many months. It is a threat that has come to pass. Congress and this Administration have been hell-bent on passing some form of deregulation this year. And as the *International Teamster* was going to press, the House of Representatives voted in favor of trucking deregulation. (H.R.6418)

Very soon it will all be up to the Interstate Commerce Commission and the administering of the law.

From the earliest beginning, we opposed the Carter-Kennedy approach to trucking regulation reform. Earlier this spring, the U.S. Senate passed its own deregulation version, the misguided and dangerous Cannon-Packwood Bill (S. 2245) that would have meant complete disaster to our membership.

And then, through the cooperative efforts of our membership and with a great deal of effective lobbying by the IBT Legislative Dept., we fought our biggest battles in the House. Thousands of Teamsters came forth in a major letter-writing campaign that had a tremendous impact on many members of Congress.

Many Teamster members walked the halls of Congress personally, lobbying for a better bill that would protect Teamster jobs and livelihoods.

To a great extent our efforts made a difference. The bill, as finally passed by Congress, is a major improvement over the earlier versions, particularly with respect to the entry provision.

Our biggest disappointment is that the bill does not contain a Labor Protection Provision to protect motor carrier employees.

We fought down to the wire for this protective clause for our members, but I vow that we will not stand idly by and watch even one Teamster lose a job to any law that may be unjustly administered!

And that brings us to where we are now. When the President signs the bill, it will become the law of the land. But it lies with the Interstate Commerce Commission to interpret the new regulatory law. We hope the ICC will interpret it fairly. We will be monitoring the decisions of the ICC and will be taking appropriate legal action to protect our members' jobs if the Commission misapplies the law.

And most importantly, we want the Interstate Commerce Commission to be on notice that it is the jobs and lives of our Teamster members that are at stake in this destructive game of deregulation.

I personally would like to salute all of you who wrote or talked to your member of Congress to protect Teamster jobs. You made the difference in getting a better bill.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Voulme 77, No. 7 July, 1980

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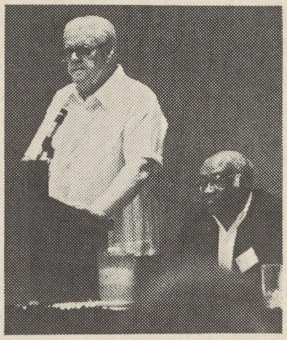

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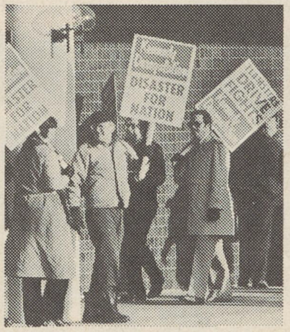

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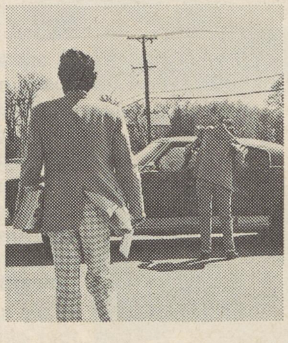

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2 **Cooperative Defense Urged for 'Depressed' Construction**
Teamsters' construction division meets

4 **DEREGULATION Legislation Passes House**
Teamsters helped amend key passages

5 **Your Teamster Pensions Are Safe**
Proposed legislation won't affect benefits

6 **PPG: Teamsters Picket, Handbill Outside Plants**
Calls pour in to know our side

8 **Import Car Sales Are Eroding Our Jobs**
Teamster car haulers are affected

9 **Canadian Teamsters Host a Seminar**
First time Research & Education visits Canada

10 **IBT Wins a Big One at Chemical Express**
More than 1200 workers become Teamsters

12 **Airline Division Is Really Taking Off**
Election wins soar around country

14 **At the IBT Workshop in Washington**
Two groups have visited recently

16 **Three Cheers for the Red, White and Blue**
Patriotism mounts as country's problems worsen

17 **Holding Together: Retiree Tony Felix**
A look at the IBT and how things were

NEXT MONTH:

In the August issue of *International Teamster,* we will pay tribute to both major political parties, the Republicans and the Democrats, both of whom will shortly be opening their conventions and nominating presidential candidates for the fall elections. Look for complete coverage then.

Editorial material should be addressed to:
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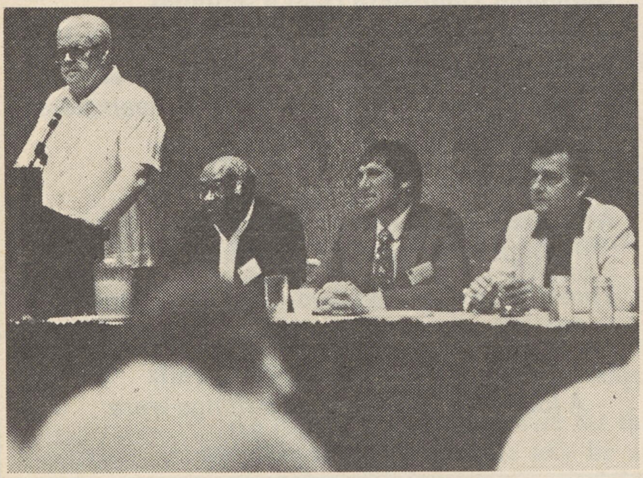
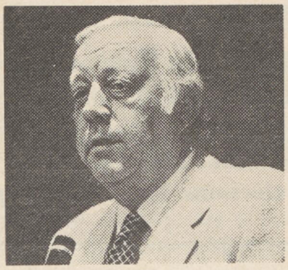
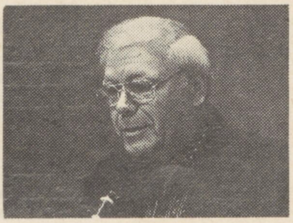
17 ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 17







At top are shown most of the policy committee members attending annual meeting of the Teamster Building Material and Construction Division.

In the second row, left photo, acting chairman Dick Crowther (standing) and Area Conference construction directors (l. to r.): Roy Alston, Howard Jones and Larry Mayo.

In the second row, right photo, four officers from New England Teamster construction unions (l. to r.): James Boyajian, Donald Knowles, Charles Fernandes and Leo Kelly.

Addressing delegates (clockwise at left) from center top were: Western Conference Director M. E. Anderson; Wallace Clements, DRIVE field representative; Tom Owens, organizing director, AFL-CIO building trades; IBT Vice President John Cleveland; Charles Murphy, DRIVE field representative, and David Uelmen, IBT counsel.

A COOPERATIVE DEFENSE URGED FOR 'DEPRESSED' CONSTRUCTION

THE NEED for cooperation among affiliates in the construction industry was stressed at the recent Teamsters Building Material and Construction Division policy committee meeting.

The 120 delegates attending the Scottsdale, Ariz., meeting agreed with speakers that there was a great need to work more closely together so as to weather the woes of inflation.

Because of high interest rates and increasing prices of materials, a huge chunk of the building industry has become depressed. There also remains the continuing threat of a policy which anti-union contractors like to call their goal of a "union-free environment."

Now that a recession has struck, construction problems are intensified in the view of IBT Vice President M. E. Anderson, director of the Western Conference of Teamsters, who addressed the policy committee.

Anderson said the industry is hurting everywhere in the western part of the U.S. and Canada because the lumber towns are dead and plywood mills are dying. He said every Teamster affiliate would have to exercise skill to protect the membership.

IBT Vice President Weldon Mathis, director of the Building Material and Construction Division, was unable to attend the annual meeting because of the press of International Union affairs elsewhere.

Serving as acting chairman was Dick Crowther, director of construction for the Central Conference of Teamsters.

IBT Vice President John Cleveland also spoke to the meeting. He said Teamster affiliates are having to work overtime to try and solve the serious problems facing the union, with economics giving the biggest headaches.

A major guest speaker was Tom Owens, one-time director of the Teamster construction division and now head of organizing for the AFL-CIO building trades.

Owens said the building trades organizing program was making headway and added that the Teamsters, "a vital part of the construction industry, have made a strong contribution to our successes."

He said the federation's building trades department plans to expand its organizing program. He commented on the anti-union trend fostered by contractors in construction.

Other speakers addressing the policy committee included: Wallace Clements and Charles Murphy, DRIVE field representatives; David Uelmen, an IBT counsel; Floyd Wyatt, coordinator of the Arizona Teamsters Apprenticeship and Training Program, and William Bell, labor relations director for Bechtel Corp.

Clements made a pitch for construction unions to get onto the DRIVE checkoff program, noting that such participation is permitted under federal law. He said thousands of Teamsters already are DRIVE members but that more are needed from the construction element of the union.

Clements called politics the real working symbol of everything that is happening to unions in a Congress that more and more denies the needs of working people.

Money was needed, Clements said, to balance the power of the foes of organized labor. As an example of how anti-unionists spend money to get to Congress, he cited Sen. Jesse Helms of North Carolina who already has spent $6 million to get reelected to the Senate.

Murphy called the recent congressional votes on deregulation legislation an indicator of bad times ahead for labor. He said there was a great need for all Teamsters to register and vote.

Attorney Uelmen gave a lengthy talk, followed by questions and answers, on legal problems and trends of interest to the construction industry.

One controversial trend that has developed in recent months is the desire of companies to inspect the personal property of workers such as lunch boxes, autos, etc.

He said that while a company has a right to make a "reasonable" inspection for drugs, contraband, or whatever, nevertheless the member has a right to have a business agent present in any kind of confrontation that might lead to discharge or suspension.

Uelmen said polygraph testing is taboo, of course, unless the member expressly agrees to the so-called lie detector test. Even then, the findings are not admissible in court.

Bell, who appeared as a speaker at the 1979 policy committee meeting, showed a videotape of the Illinois Power Co. rebuttal to the attack by the TV program, "60 Minutes," on the power company's nuclear plant construction.

Wyatt showed a training film on truck mixer operation and also a film on tilt-up wall construction.

Reports by the various construction directors of the Area Conferences indicated that jurisdiction remains a big problem in the industry. In some cases, the problem has been intensified by the depressed state of construction.

Crowther, speaking for the Central Conference, said that while many jurisdictional agreements with other unions are good, it is the interpretations that are poor, adding, "You cannot arbitrate jurisdiction."

Crowther said uniformity was necessary in jurisdiction matters and that "every local union in construction must police its jurisdiction rigidly."

Roy Alston, Eastern Conference construction director, echoed the problem of jurisdiction. In organizing, he said, it was his opinion there should be more emphasis on signing up workers employed by supply contractors.

Howard Jones, director of Southern Conference construction, said jurisdiction was plaguing that part of the country, too, and that something has to be done to get unions to work harmoniously in their agreements that date as far back as 1923.

Larry Mayo, head of construction in the Western Conference, said jurisdictional problems have increased there largely because of low construction activity. The situation can become worse if construction is further depressed because joblessness gives contractors a big pool of labor.

Al Marinella filled in for Joe Whitehead of the Canadian Conference. He said the same problems applied, particularly in Eastern Canada, due to spotty construction activity.

The delegates to the meeting were welcomed by Joe Mish, president of Teamster Local 83 in Phoenix, Ariz.

SPECIAL TO *INT'L TEAMSTER*

ON DEREGULATION

ON THURSDAY, June 19, the House of Representatives passed H.R. 6418. The bill approved by the House is a substantial improvement over S. 2245, the deregulation bill passed by the Senate. Because the Senate failed to adopt the provision governing entry sought by your International Union, we pursued our fight in the House. We were successful in obtaining a much better entry section. We also fought for inclusion of a labor protection provision but, because of the opposition of President Carter and the Senate opponents of the legislation, our efforts did not succeed. It now appears certain that the bill passed by the House and adopted by the Senate will be signed by the President.

The National Transportation Policy contained in the legislation directs the Commission to promote safe, adequate, economical and efficient transportation; to encourage sound economic conditions in the industry; to encourage establishment and maintenance of reasonable rates; to encourage fair wages and working conditions in the industry; and, in addition, to promote competitive and efficient transportation service to meet the needs of shippers and receivers; to make the most productive use of equipment and energy resources; and to enable efficient carriers to earn adequate profits and attract capital. It also calls for maintaining and providing service to small communities and small shippers and improving and maintaining a sound, safe and competitive privately owned motor carrier system.

Section 5, the motor carrier entry policy of vital importance to Teamsters, requires the Commission, in considering whether to grant or deny an application, to make the following findings: whether an applicant is fit, willing and able to provide service; will the service proposed serve a public need; will it promote the factors set forth in the National Transportation Policy; and will it adversely affect existing carriers. This section also provides that the Commission may not issue master certificates, with certain exceptions which will be detailed later.

The Congressmen in charge of the bill expressly stated that the motor carrier entry section requires the Interstate Commerce Commission to make findings with respect to all of these factors when an application for a certificate is protested. This will mean that an applicant will have to furnish evidence that his application will serve a public purpose and not just increase competition. Protestants, including your Union, will have an opportunity to show why the application should be denied.

The bill also contains a provision requiring written contracts for the interstate movement of exempt property. The International was successful in having this extended to include a requirement for contracts between brokers and owner-operators. The Interstate Commerce Commission is to establish the regulations for the minimum requirements and conditions of such contracts. This, we believe, will substantially improve the bargaining power of owner-operators who transport agricultural commodities and decrease the opportunity of brokers to rip off owner-operators. Accordingly, it should provide fair payment for exempt transportation. The transportation charges for exempt commodities should become more in line with those for regulated traffic.

Another affirmative aspect of the legislation prohibits the Commission from disapproving rate increases by individual carriers which are not more than 10 percent above the rates in effect the prior year. For the first two years after the legislation is enacted, the first 5 percent of any general rate increase would not be involved in determining the 10 percent upward flexibility. Thereafter, specific allowance for inflation would be made in determining the basis for the 10 percent upward flexibility. The 10 percent can be increased by an additional 5 percent if the Commission finds competition will justify it.

The bill also establishes an improved basis for ratemaking which should assist union carriers in obtaining rate increases sufficient to offset their increased costs and to earn a reasonable profit.

In view of the prevailing attitude against government regulation and the all-out campaign for deregulation by the Carter Administration, your International had a difficult job in obtaining these favorable provisions. Each of you who wrote your Congressman and Senators contributed significantly to our success. We could not have improved a bad bill without your help.

The bill has many negative aspects. It permits, as the Commission proposed, the issuance of master certificates for the provision of transportation to the Federal government. It permits master certificates to transport shipments weighing 100 pounds or less if transported in a vehicle in which no one package exceeds 100 pounds. It permits the issuance of certificates to owner-operators for the transportation of food products, agricultural chemicals and soil conditioners where the owner-operator obtains a certificate from the Commission on a showing of fitness only and where 50 percent of his transportation consists of exempt commodities.

The bill extends the agricultural exemption; it eliminates regulation of all transportation by truck incidental to transportation by air; it expands the scope of contract carriage and the scope of certain private carriage.

It also contains a provision against lumping but has an important exception which we requested. This proviso says that nothing in the lumping provision shall be construed as making unlawful any activity which is lawful under the National Labor Relations Act or the Norris-La-Guardia Act.

While the basis for maintaining rate bureaus and collective ratemaking is maintained, the bill would phase out authority to collectively set single line rates in 1984. However, the bill provides for a study commission to make recommendations to the Congress. It is possible that the study commission would recommend that Congress reestablish authority to collectively make single line rates.

Finally, the bill provides for an investigation of motor carrier services to small communities and for a continuing oversight investigation of the Commission implementation of the bill for a period of five years. The bill also sets minimum insurance standards for all interstate trucking operations.

To summarize, we were able to make substantial improvements in the bill as passed by the Senate. There are still, however, many provisions in the bill which we vigorously opposed. We fought for the addition of labor protection with only minor success.

One of the driving forces behind the legislation has been the recent and excessive deregulatory actions of the Interstate Commerce Commission which were undertaken on its own initiative. The Commission had proposed effectively to deregulate all truckload traffic. In order to stop these actions by the Commission and to gain greater rate freedom, the trucking industry strongly supported the enactment of some legislation now. Your International has already established a program for monitoring the proceedings and actions of the Interstate Commerce Commission to see that they are in accord with the intent of Congress. We will keep Congress advised with respect to Commission actions, particularly those that result in loss of jobs, adverse impact on highway safety or the ability of carriers to pay fair wages.

This report was prepared especially for the International Teamster as we were going to press as a final update on deregulation by the ICC Counsel to the International, Edward Wheeler.

YOUR PENSIONS ARE SAFE

ONE OF THE most complicated aspects of collective bargaining is the area of negotiated pension plans. It not only involves complicated negotiations to fund such plans, but also it involves basic actuarial soundness. No one union has been more successful in this area of membership representation than the affiliates of the International Brotherhood of Teamsters.

In 1974, the Congress of the United States passed the Employee Retirement Income Security Act to guarantee the sound administration of such programs.

One provision of that Act provides that multiemployer pension plans (plans in which many employers pay into a single fund administered by an equal number of union and employer trustees) pay an annual fee of 50 cents per member into a government fund from which benefits could be paid to pensioners if their pension fund goes bankrupt. The law set up a government corporation, within the Labor Department, called Pension Benefit Guaranty Corporation (PBGC).

It is the responsibility of PBGC to collect and administer funds collected from solvent plans and to devise methods of paying from such funds and investments on them retirement benefits to participants of bankrupt funds.

Now, six years later, the Congress is active in the field of pension legislation again. Already passed by the House (H.R. 3906) is a measure which would increase the premium paid to PBGC from 50 cents to $2.80 over a period of seven to nine years.

And, even a figure of $5 per member per year is being talked about in the Congress and could appear in the Senate version of pension legislation or in a conference report between the House and the Senate.

Without such a law, the PBGC could increase the premiums to fund insolvent plans any amount it wished.

An additional aspect of the legislation is a provision which would require insolvent plans to reduce benefits to retirees.

Additionally, the legislation which has passed the House provides limitations on employers who wish to withdraw from existing plans, thus preventing them from leaving large liabilities which would have to be picked up by remaining employers.

It is a fact that in times of recession and high unemployment, fewer working workers are having contributions made on their behalf by employers to support present levels of benefits to retirees.

The large multiemployer plans to which most Teamster members belong *do not* fall in this category; they are financially sound enough to weather a period of declining contributions and still pay present benefits.

Publicity surrounding this legislation has caused great and *undue* worry among participants in Teamster plans which are actuarially sound and which are not threatened with insolvency.

What the proposed legislation means, simply, is that sound and financially healthy plans such as the Central States and Western Conference of Teamsters pension plans will be required to pay increased premiums to insure benefits to participants of plans which become insolvent.

It means that participants in plans which become insolvent will be required to receive reduced benefits.

And, it means that an employer cannot withdraw from a multiemployer plan with no obligation to pick up the cost of paying pensions to retirees from his company.

The implication of newspaper publicity surrounding this legislation that *all* pensioners will have their benefits reduced IS NOT TRUE.

The *International Teamster* will follow progress of this legislation closely and will report on ensuing developments.

In the meantime, both retirees and active participants in pension plans, if they have strong feelings about any aspect of this pension legislation, should immediately sit down and express those feelings in letters to the two U.S. Senators from their states.

Board Orders New Election At Overnite

TEAMSTERS learned with much enthusiasm recently that an administrative law judge of the National Labor Relations Board has just overturned the August, 1978 election at Overnite Transportation Company, ruling that in the course of an organizing campaign and election by the Teamsters the company committed unfair labor practices and engaged in objectionable conduct.

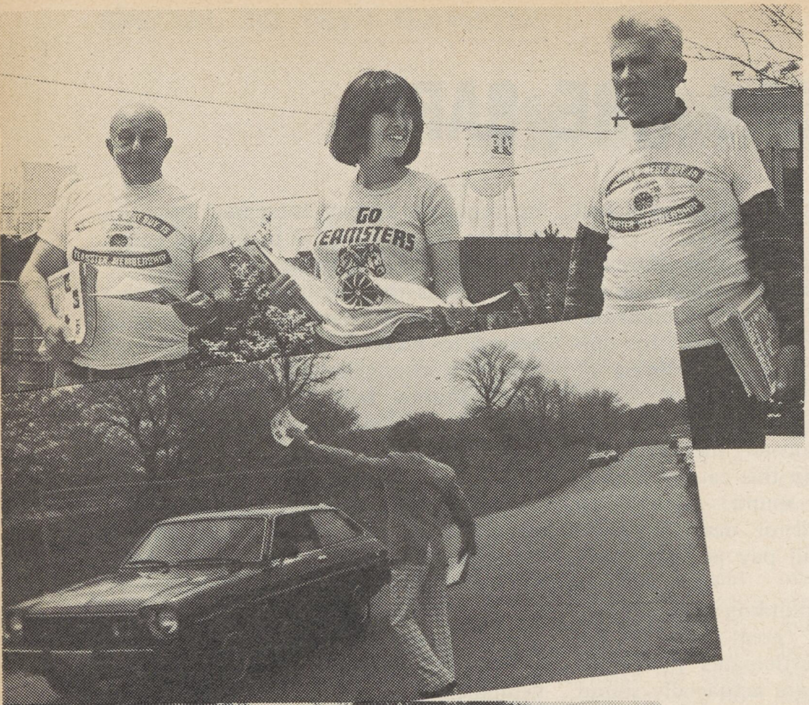
Teamsters lost that election nearly two years ago in which they sought to represent some 4,700 employees of Overnite, the largest non-union trucking company in the United States. The decision sets aside that election.

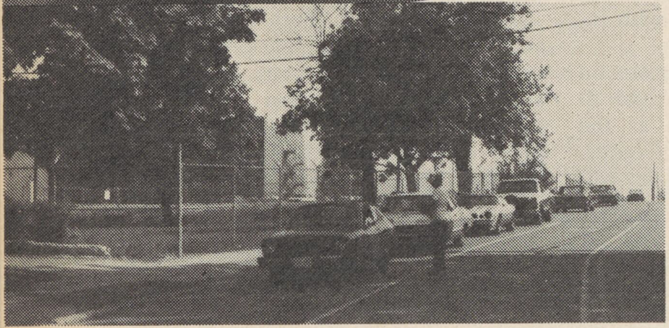
Speaking on behalf of the 40 local unions who participated in the organizing campaign, Teamsters General President Frank E. Fitzsimmons stated recently: "We have been convinced that the employees did not have an opportunity to cast a free and uncoerced ballot; this decision confirms our belief.

"The time has come," the Teamster leader added, "when the employees of Overnite have the right to decide for themselves to remain as they are with substandard wages or to be represented by the Teamsters Union and get the increased wages and benefits they deserve."

According to Teamster attorneys Joe Santucci and Gary Witlen, the NLRB issued numerous complaints during and after the organizing campaign against the company based on union charges, including unlawful discharges of employees; interrogation of employees; threats to employees who supported the Teamsters; promises of benefits to emloyees for opposing Teamster representation, and surveillance of employees' union activities.

Fitzsimmons indicated that the union will once again embark on an organizing campaign as soon as a new election is ordered.





Teamsters Handbill PPG Plants, Eye Prospective New Organizing

IN A MIDWEST BLITZ during late April and May, Teamsters visited PPG plants in six cities, both union and non-union, to tell workers about the company's labor abuses against workers in its southern plants and to survey interest among the unorganized in joining the Teamsters.

Leading the massive handbilling campaign was International organizer Vicki Saporta, who was assisted in these efforts by retirees and local union officers from four states.

Coordinating the local union involvement was David Smith, administrative assistant to Central Conference Director Roy Williams. Smith serves as the Midwest coordinator for the PPG boycott. Response from locals to the request for help was "overwhelmingly enthusiastic," Saporta said of the back-up she received.

Teamsters went to PPG plants at Marshall, Minn., Milwaukee, Wisc., Columbus, Ind., and Cleveland, Barberton and Crestline, Ohio. They'd been invited by both organized workers who wanted to know more about the actions of PPG that prompted the union's national boycott of its products and by unorganized workers who've experienced some of the same tactics PPG has employed against workers at its Lexington, N.C. fiberglass plant. Those workers are currently seeking a contract from the company through their representative, Teamster Local 391.

Saporta's purpose was to survey PPG's unorganized plants in response to a flurry of phone calls the International Union has been receiving from PPG employees who have read of the union's efforts at Lexington and want to be organized themselves.

She went to organized PPG plants for another reason. "Employees at these plants have heard about the boycott and requested that we pass out information since 'PPG is trying to keep it (the boycott) a big secret.' These concerned employees wanted the other employees to know," Saporta said.

Catching workers at plant gates, on their lunch breaks and as they drove away from work in their cars at night, Teamsters passed out brochures detailing the company's abuses of North Carolina workers.

"And once we handbilled, they were shocked by the tactics used by PPG in the South. Many didn't think their company would behave in such a manner.

"Organized workers were appalled at how the company was treating workers in plants down south," Saporta said later, "but the unorganized workers weren't. Perhaps they'd seen some of the same tactics themselves."

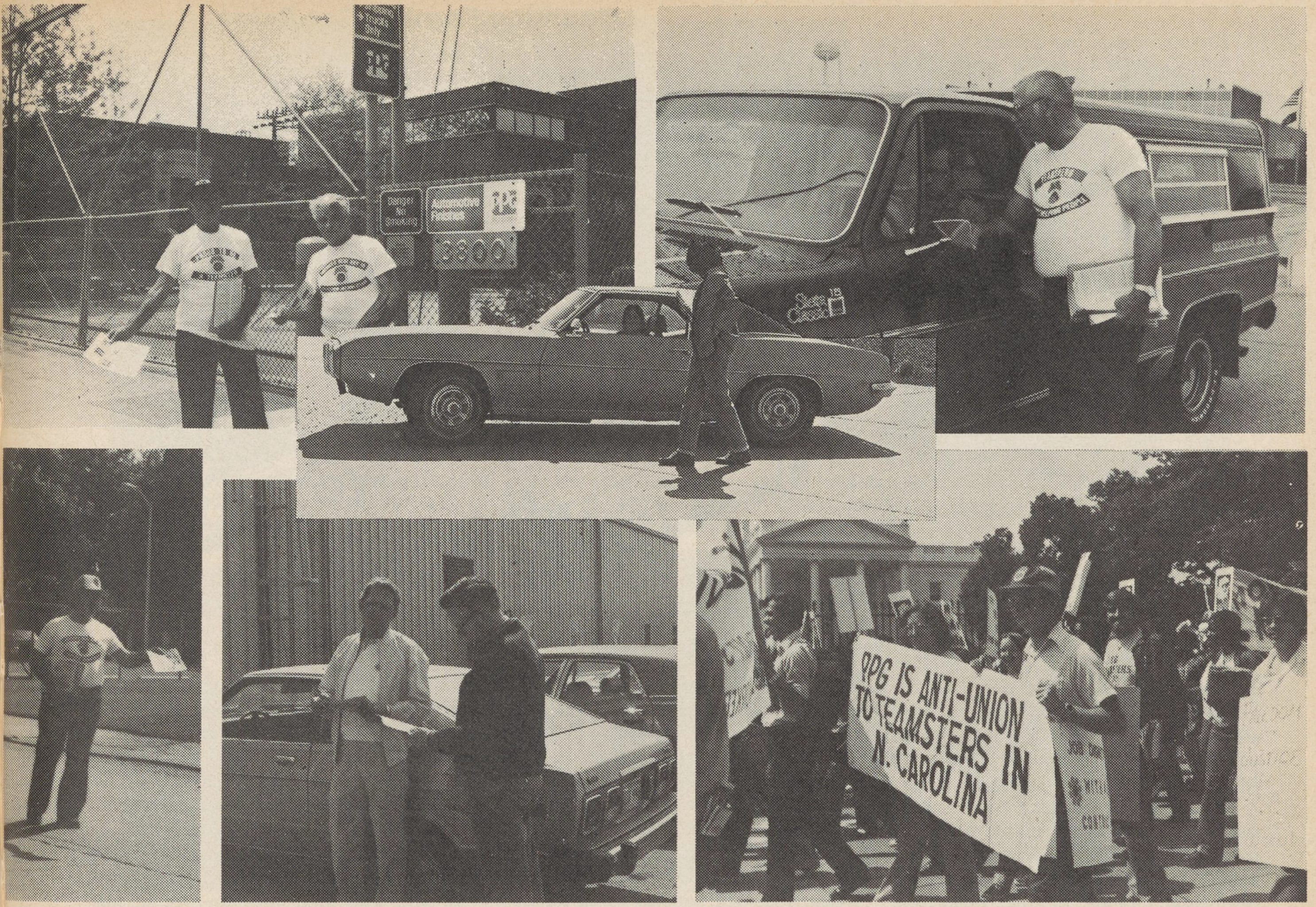
Saporta added that the response, both from workers at the organized plants and those at unorganized facilities, was "overwhelmingly positive."

PPG wasn't as happy about their presence outside the plant gates. In almost every instance, a PPG management official came out to question Saporta and the other Teamsters as soon as they arrived to handbill. "It was clear that they were concerned," Saporta noted. "They usually called the police.

"In Barberton, PPG's own guards actually tried to stop us from distributing the handbills," she added.

"They took our pictures, and stationed supervisors in the parking lots to monitor our activities, intimidate employees and see who was taking leaflets and who wasn't.

"In Cleveland, supervisors were in



the guard shacks where employees punched out, telling them not to take our literature and their safety man followed us from gate to gate," she noted.

Saporta said that response at each plant visited so far has been enthusiastic. "Employees are very interested in going union and at the same time are shocked to know how their company has been operating in the South. PPG also seems aware of their employees' discontent," she noted, "as evidenced by the presence of their supervisors in the parking lots at the plants we visited. They're trying to intimidate their unorganized employees in the same manner as they've used down South," she noted.

Saporta left workers at each unorganized plant with the pledge that the Teamsters will be available to PPG employees who need the union and want to be organized. "The union is committed to taking on PPG," she pointed out.

As noted previously, the Teamsters handbilled both organized and unorganized plants. Marshall, Minn., Cleveland and Crestline were unorganized, while the Milwaukee plant is represented by the Painters, Barberton has an independent union and Columbus is represented by the United Auto Workers.

Helping with the handbilling in all cities were Teamster local union officers and business agents; in all three Ohio cities, Teamster retirees were out in force to aid in the effort.

In coming weeks, Saporta plans to visit many of PPG's locations around the country to assess the organizing possibilities and determine at which plants to begin the new organizing campaigns. Next to be handbilled are PPG plants in eastern cities, among them those in Pennsylvania, North Carolina, Alabama and Canada.

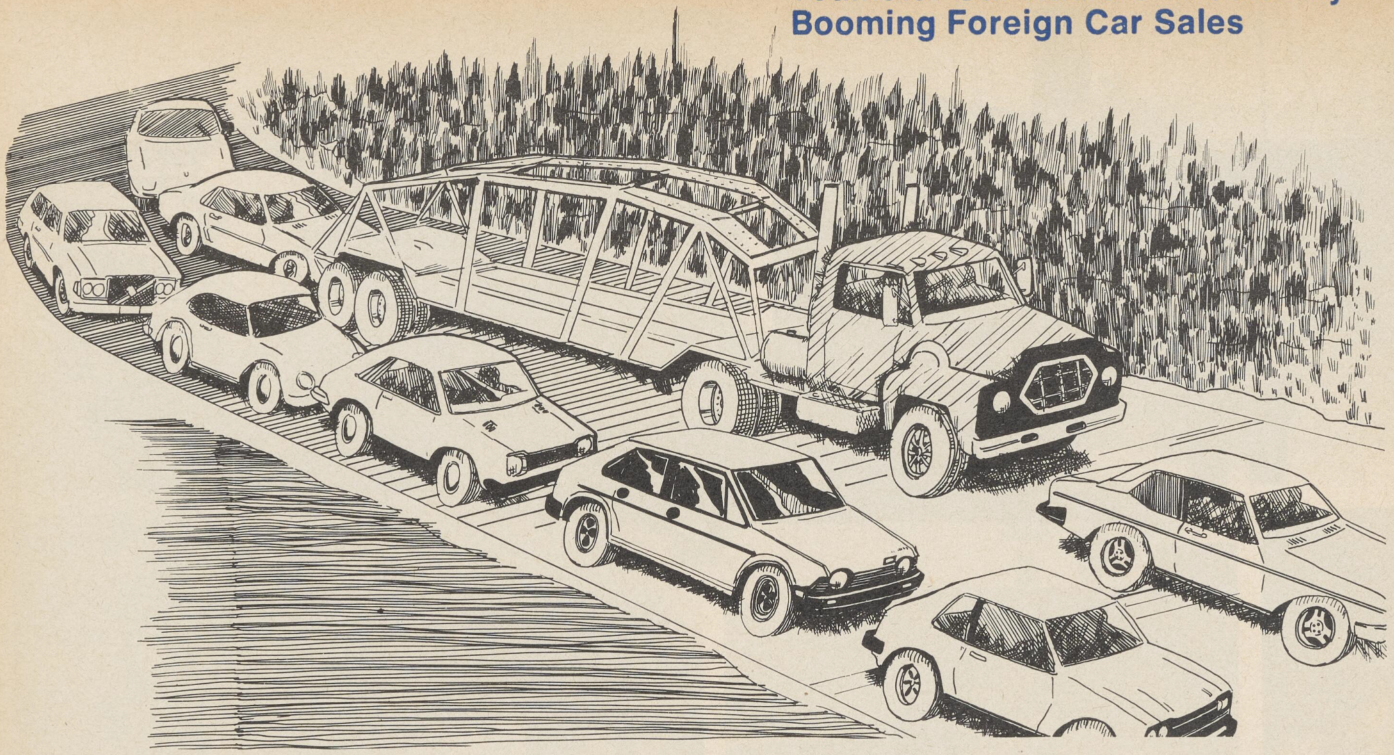
The Teamsters have also taken their case recently to delegates to the Conference on Religion and Labor, where Saporta made a presentation for the union about the PPG situation and boycott. The group was composed of different religious leaders and representatives from many unions and was, she reports, overwhelmingly supportive of the Teamsters' efforts.

The Teamsters also were visible at a recent March for Jobs that took place in Washington, D.C. on May 17. There Teamsters and PPG employees marched not only for jobs with other unions and concerned groups but to make others aware of the plight of PPG workers. Carrying banners and signs and handbilling the crowd, they got their message across to the thousands in attendance.

In a sidelight to the union's boycotting efforts, Saporta learned while in Milwaukee that the union's boycott requests are being taken to heart. At one local union meeting in Milwaukee, for example, members got up and asked that PPG glass no longer be bought for use in making their prescription eyeglasses at the local's clinic, once they learned who the glass supplier was. Local 200's leaders agreed to boycott the glass as soon as the matter was brought to their attention.

Teamster locals who helped with the handbilling included: Local 487 in Marshall, Minn.; Local 200 in Milwaukee, Wisc.; Local 135 in Columbus, Ind.; Local 507 in Cleveland, Ohio; Local 24 in Barberton, Ohio; and Local 40 in Crestline, Ohio. Many of those participating are pictured above.

Teamster Car Haulers Affected by Booming Foreign Car Sales



BOOMING foreign car sales in the United States are having a destructive effect upon Teamster car haulers as well as UAW production workers in Michigan plants and elsewhere.

An estimated 35 to 40 percent of the Teamsters hauling autos for common and contract motor carriers have been laid off or lost worktime because of being caught in the marketing meatgrinder between American-made and foreign-made autos.

Walter Shea, who is executive assistant to the General President and also chief negotiator for the Teamster National Master Automobile Transporters Agreement, says there are 25,000 members covered by the contract.

A joblessness squeeze of 40 percent, by Shea's estimate, means nearly 10,000 Teamster drivers are suffering because the sales of American-produced cars are plummeting. (The figure compares with some 300,000 UAW members out of work.)

The International Brotherhood of Teamsters has tried to take up the slack on behalf of members caught in this situation but is handicapped by the Labor Department's inequitable interpretations of the past.

For the moment, the best hope rests with Congress where a bill known as H.R. 1543 is pending. The measure would amend the worker adjustment assistance requirements under the Trade Act of 1974.

The Act provides for aid to workers who have lost their jobs because foreign competition knocked out the companies that employed them. The law has been interpreted to apply only to manufacturing workers.

The Teamsters Union and many of its affiliates have made filings several times since 1975 for workers adjustment assistance benefits to aid drivers for auto transporting companies.

But the Labor Department has consistently denied benefits to all employees of common and contract motor carriers. The federal agency has maintained that only drivers who are employed by the manufacturing company itself are eligible to receive benefits.

Teamsters hauling cars for companies that do not manufacture those autos are in effect classified as service workers and therefore ineligible for the $269 per week maximum payment for a minimum of 52 weeks as provided in the Trade Act.

Because of the Labor Department's interpretations of the federal law, General President Fitzsimmons said, in a protest filed with the Labor Department recently, "some strange decisions have been made." He cited the following example:

"Employees of a Chrysler dealership in St. Louis became eligible for benefits because the Chrysler Corporation owned that particular dealership, while all non-auto manufacturing dealership employees were ineligible."

Fitzsimmons declared: "It does not make sense to have a worker's eligibility for benefits dependent upon which firm happens to own the company where he is employed."

To put it another way, he said, a man out of work because of foreign competition is still a victim of economic struggles beyond his control regardless of his employer's definition under Labor Department rulings.

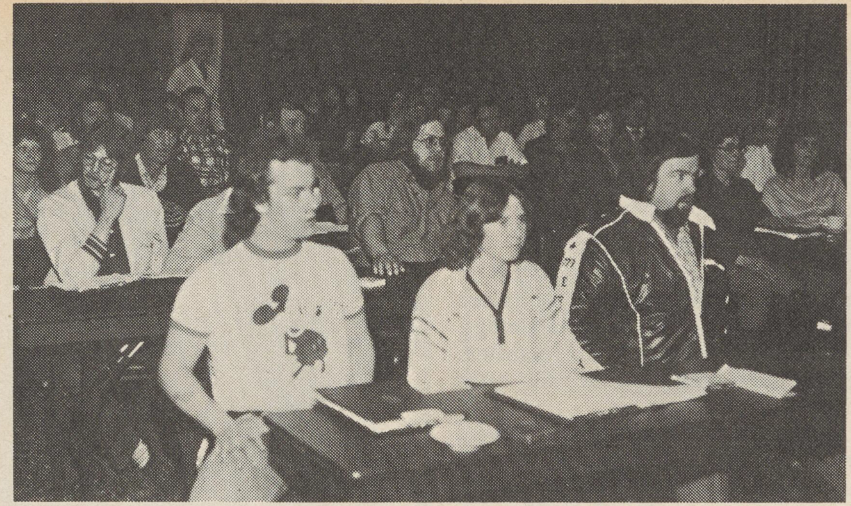
It is the union's view that Teamsters working as drivers for automobile transporting companies, who have lost or will lose their jobs to foreign imports, should be entitled to the same benefits as other workers.

Congress seems to be the only hope. H.R. 1543 as passed by the House of Representatives would correct inequities against employees of common and contract auto haulers. The bill currently is awaiting action after having been amended and approved by the Senate Finance Committee.

The Carter Administration has "regrettably opposed" the adoption of H.R. 1543, Fitzsimmons said, the position being taken by Under Secretary of Labor John Gentry in a May 21, 1980, letter responding to an inquiry by Norman Weintraub, chief economist for the IBT.

General President Fitzsimmons called H.R. 1543 "a necessary step toward correcting some of the obvious inequities caused by the Labor Department's restrictive and unfair interpretation of the Trade Act of 1974."

In a letter to all Teamster local unions with members working under the carhaul agreement, Fitzsimmons asked for their cooperation in trying to persuade Congress to enact H.R. 1543 as soon as possible.



Bartolotti presented two special awards to local union officers Carl Matheson (center) and William Davidson (right) during the seminar.

Below, Ray Bartolotti (left), president of Local 1000, thanks "Arbitrator" J.C. 52 Legal Counsel Ken Petryshen for his assistance.

Above, stewards gather for an orientation session at the start of the program. Below, "labor" and "management" teams prepare to square off in a mock arbitration session.

CANADIAN TEAMSTERS HOST SEMINAR

REPRESENTATIVES from the International Union's Research and Education Department traveled up to Stoney Creek, Ontario, Canada, recently where they conducted a stewards' seminar for members of Teamster Local 1000—the first ever to be conducted by the International within the Canadian Conference.

The program was coordinated by Local 1000 President Ray Bartolotti, with cooperation and guidance from Canadian Conference Director and International Vice President Edward Lawson.

Serving Local 1000's diverse membership is a hard job, Bartolotti pointed out, since members work in many trades, including distilleries, breweries, wineries, grocery stores, poultry, soft drink, radiator and plastics manufacturing, food processing and other general manufacturing and are spread over a far-flung region.

The two-day seminar, held in May, accentuated the problems stewards encounter in day-to-day work situations.

During the first day's session, 80 stewards learned the nuts-and-bolts details about the role they fill: what the duties and obligations of a union steward are, how the union movement evolved and where it's headed, what a grievance is and how it differs from other gripes workers may have with their employer.

One of the most interesting items on the agenda came when, on the second day of the meeting, stewards divided into two panels, one union and the other representing management, and proceeded to stage an actual mock arbitration hearing. With Joint Council 52 Legal Counsel Ken Petryshen and Research and Education Director Art Kane acting as arbitrators, the two sides had to handle their arbitration just as they would in an actual grievance proceeding, with each group trying to convince the arbitrators of the legitimacy of its case.

It was the first time many of the stewards had ever seen the complicated process in action or had a chance to participate.

Also addressing the group during their sessions was Organizer Don Swait.

Bartolotti commended the way the program was conducted and said: "This will become an annual program of the local; it educates the stewards to better service the membership."

Participants found it a "truly learning process." Stewards expressed their gratitude to Art Kane and Instructor Sally Payne, presenting each with a plaque expressing their appreciation.

Local 1000 Secretary-Treasurer William Davidson and Vice President Carl Matheson agreed that it was a most successful seminar and the stewards had learned much from it.

IBT WINS BIG ONE AT CHEMICAL EXPRESS

A BARGAINING unit of approximately 1,200 employees of Chemical Express has cast off former union ties and voted for membership in the International Brotherhood of Teamsters in a representation election conducted by the National Labor Relations Board.

The drivers, maintenance, and yard employees formerly belonged to the Marine Engineers Beneficial Association.

The Teamster organizing campaign among employees of the Dallas-based company began in October, 1979, when the workers came to the Teamsters dissatisfied with their former union affiliation.

Teamster organizers signed up Chemical Express workers in Texas, Oklahoma and Louisiana at 29 terminals, and filed a petition for a representation election with the NLRB on January 2, 1980. More than 1,000 of the workers signed Teamster authorization cards indicating their dissatisfaction with the representation of MEBA.

The National Labor Relations Board conducted the secret ballot representation election April 25, 1980, in all 29 Chemical Express terminals.

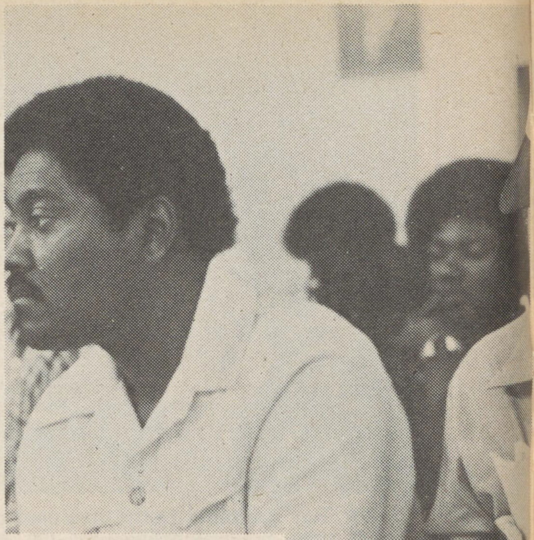
The vote was 519 for Teamster representation, 198 for no union representation, and 151 for continued affiliation with MEBA. Fifty-three ballots were challenged, but had no effect on the outcome of the election.

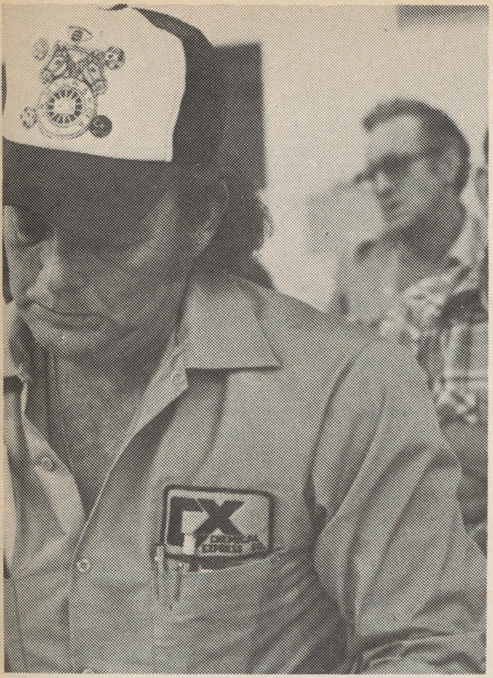
Involved in the organizing campaign were the International Union Organizing Department, the Southern Conference of Teamsters, the Texas Conference of Teamsters, the Arkansas-Oklahoma Conference of Teamsters, and Teamster Joint Council 80 in Dallas. Local unions involved were 47, 270, 516, 523, 568, 577, 657, 745, 886, 920, and 988.

IBT Assistant Organizing Director Joe Allgood, who directed the campaign for the International Union, credited the victory to total cooperation among those involved. Jim McCall, an IBT lawyer, provided the organizing effort with legal direction.

Allgood particularly cited Joint Council 80 and its' secretary-treasurer Charles Haddock, for hosting most of the organizing meetings, and praised the participation of Earl Jennings, Southern Conference of Teamsters representative assigned to the campaign.

Allgood noted that regular drivers for other freight companies took leave from their jobs and assisted in the campaign.

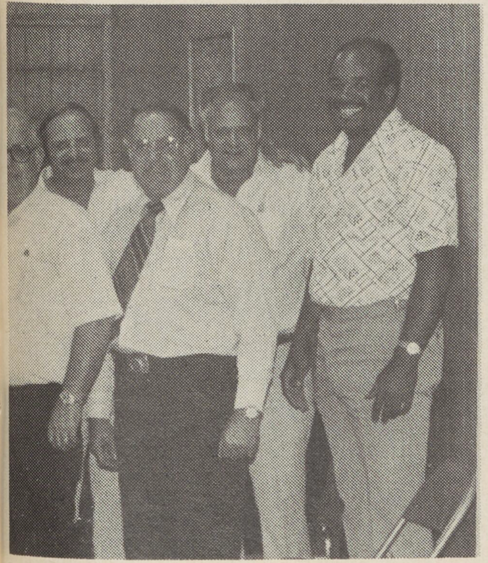




Above, Joe Gates, a driver out of Waco, Texas, terminal of Chemical Express, studies his suggestions for improvements in the contract with Chemical Express.

At left, contract proposals, gathered from all 29 terminals' employees of Chemical Express, are reviewed in meeting at Local 745. At head table is Charles Haddock, secretary-treasurer of Joint Council 80. On his left is General Organizer Howard Jones.

(Below) Happy with outcome of NLRB election at Chemical Express are local union people involved in the campaign. Front row, left to right: Charles Haddock, secretary-treasurer J.C. 80; Mary Jane Cox, recording-secretary, Local 745; General Organizer Howard Jones; Dub Davis, Local 886; and Ray Lapino, president of Local 270.



Fitzsimmons Elected To M.D.A. Post

Teamsters General President Frank E. Fitzsimmons has been elected a national Vice President of the Muscular Dystrophy Association.

Announcement of his election to the post came at the group's recent annual meeting in Florida.

Fitzsimmons has long been interested in MDA's work and has been consistently reelected to serve in the national office over the past few years.

MDA sponsors basic and applied research into neuromuscular disorders covering a wide range of ailments, including muscular dystrophies; the myosites; Friedreich's ataxia, amyotrophic lateral sclerosis (ALS) and other spinal muscular atrophies; and myasthenia gravis, and provides services to those afflicted by these diseases.

UNION-BUSTERS ARE EVERYWHERE

IT SEEMS the Teamsters aren't the only people having trouble with the union-busting forces holding sway today in the South.

The United Furniture Workers of America reported recently that one of its locals is currently locked in a protracted strike with the Memphis Furniture Company over a new contract for some 1,200 workers, most of them women, in a Tennessee furniture plant.

The immediate issue in UFWA Local 282's dispute with the company is its effort to win a new contract, but union representatives report that the company's real motive is more sinister —they plan to break the union and force a decertification election.

Workers at the company walked out on March 13 when "the company reneged on previously bargained issues and reinstituted unreasonable demands in the midst of negotiations."

The company has had a long-standing opposition to unions, but that sentiment became even more virulent after the Furniture Workers won their first NLRB election by a 3-to-1 margin back in 1977 and went on to negotiate a first contract, said Local 282 President Willie Rudd.

Since then, the company has been consulting with an anti-union law firm to undermine the union's leadership, harass its members and disregard provisions of the contract. Local officers point out that the two principal partners of the law firm representing the company are management consultants who specialize in anti-union campaigns and decertification efforts.

UFWA doesn't intend to let the company erode the will of its worker/members with union-busting tactics, any more than Teamsters intend to see hard-won negotiating gains and organizing victories disappear under the deluge of advice these "consultants" are giving conglomerates such as Memphis Furniture, or PPG Industries, Inc., or J.P. Stevens or Kraft, Inc., at the expense of the law and workers' rights.

UFWA, following the lead of the Teamsters with the PPG national boycott of products in support of IBT Local 391's efforts to win a contract, plans its own boycott of the company's product and is urging all unions, especially those in the Tenn. area, to make their opposition to the company's anti-union policies known. The firm's products bear the brand name of: Memphis Furniture, Shenandoah, Natchez, Memphis White French, Hampshire House, Pinedale, Oakdale, Spirit of '76, Sears Black Pine, Sears Maple and Sears Homestead Pine.

Up, Up and Away for Air

MORE THAN 100 former National Airlines stewards, now Teamsters, were welcomed to the union recently at a two-day seminar in Miami.

National Airlines merged with Pan American World Airways, Inc., several months ago, bringing some 3,500 new members into the Teamsters Union, which has represented Pan Am employees since 1969. The Pan Am bargaining unit now includes 10,000 members—from San Juan to Alaska.

The seminar focused on helping the stewards get to know the Teamsters and giving them an idea of the complex problems involved in merging the Pan Am and National Airlines contracts covering a variety of classes and crafts and also merging diametrically opposed seniority systems at the two airlines. (National employees were formerly represented by another union.)

Local 769 in Miami, Fla. hosted the meeting, in cooperation with Norman Greene, director of the Teamsters' Airline Division, and William F. Genoese, Teamster Pan Am chairman and secretary-treasurer of IBT Local 732 in New York City.

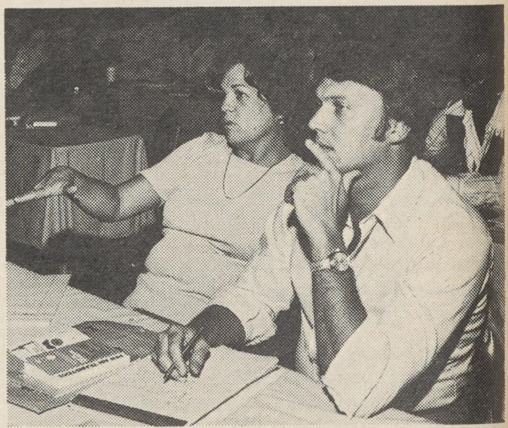
The seminar convened in Miami, because the greatest concentration of National Airlines employees is in Florida.

Addressing participants at the session were a number of Teamsters from International headquarters, including Norman Goldstein, director of organizing and co-director of the Teamster workshop; Norman Weintraub, chief economist for the International; Roland Wilder, associate labor counsel for the IBT and the man who handles all legal activities for the Airline Division; and Donald Rodgers, director of energy and government relations for the union and co-chairman of the Teamster workshop.

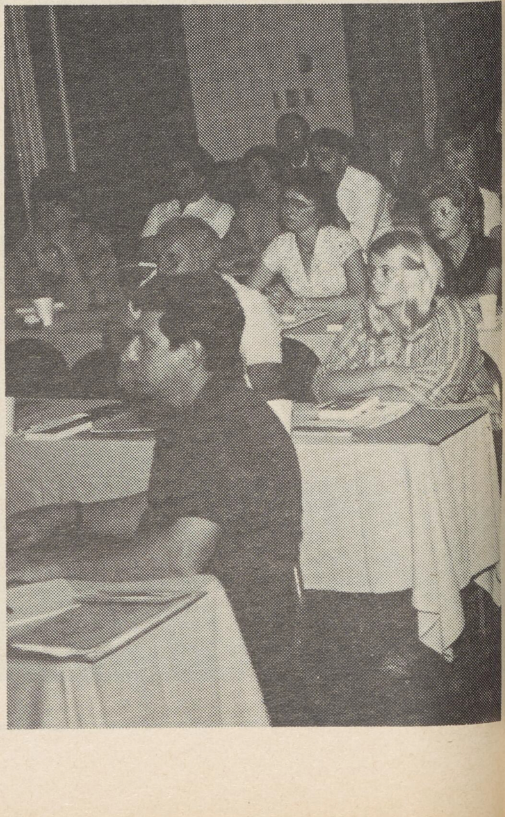
Goldstein gave the stewards a brief chronology of the Airline Division's growth over the years. He described his participation in the original organizing campaign at Pan Am more than a decade ago, pointing out how some of the procedures adopted early on for the division had led to unprecedented

At left: One of the new Teamster stewards poses a question at the seminar.

Below: A steward asks whether all aspects of the Pan-Am merger have been worked out yet.



Below, Tony Cannestro, president of Local 769 in Miami, reports to more than 100 new Teamster stewards at the Miami seminar. His local hosted the session.



At Right: The stewards followed the reports of Teamster representatives carefully. After the sessions, most agreed that they had gotten a great deal out of the sessions and were convinced that the Teamsters will do an outstanding job of representing them.

irline Div. as Wins Mount

RECENT AIRLINE WINS

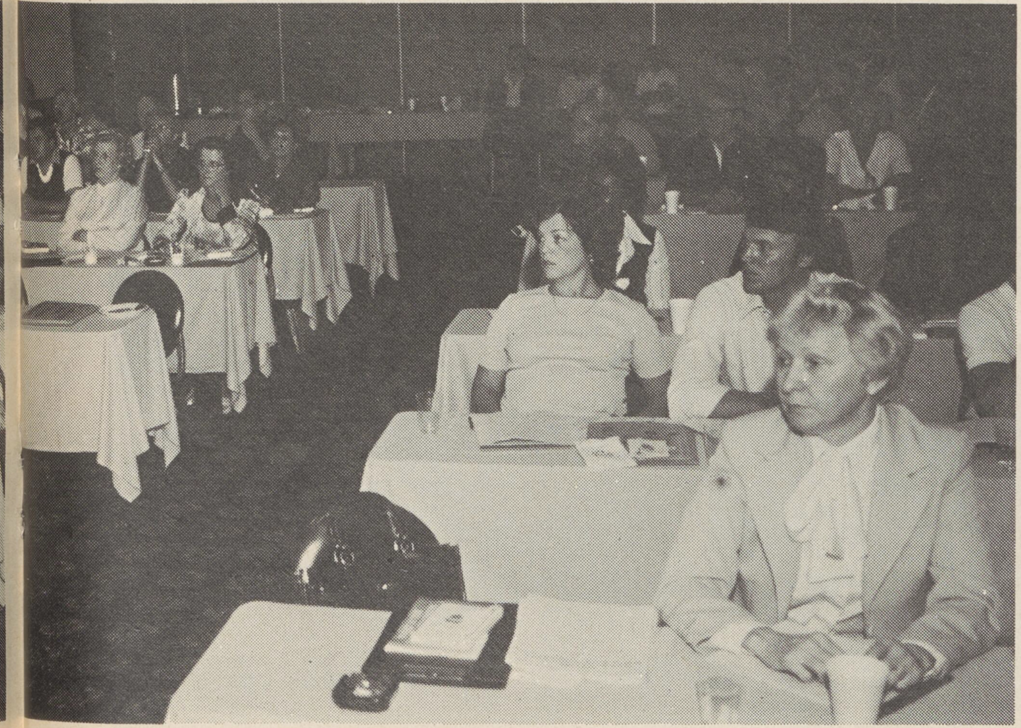
The IBT Airline Division recently has been certified by the National Mediation Board as the collective bargaining representative for the following carriers:

★ AIRLIFT INTERNATIONAL, INC.
Office, clerical, fleet and passenger service employees, 418 employees (formerly represented by Air Line Employees Association).

★ PACIFIC SOUTHWEST AIRLINE
Flight attendants. 737 eligible employees. Passenger and ramp service employees, 450 eligible employees.

★ TEXAS INTERNATIONAL AIRLINE
Clerical, office, fleet and passenger service employees, 1,700 eligible employees (formerly represented by Air Line Employees Assoc.).

★ PAN AMERICAN WORLD AIRWAYS—
NATIONAL AIRLINES MERGER
Passenger service, clerical and related employees, 3,300 employees acquired as a result of the merger due to the fact that ALEA (Air Line Employees Association), union representing National employees at time of merger, failed to file a sufficient showing of interest among employees in the craft or class.



gains and benefits for the membership.

Weintraub brought out the fact that the Teamsters Union is the only organization in the airline industry that represents all classes and crafts in the United States.

Rodgers told the stewards that the trucking industry and the airline industry are the only two industries in the country completely dependent on oil; he discussed the energy situation and the need for solutions to energy problems.

At the morning sessions of the two day seminar, chaired by Goldstein, stewards heard about what a Teamster is and how the organization works. They also discussed the economy, the fuel crunch and the overall energy crisis.

Afternoon sessions were chaired by Genoese and were devoted to an explanation of the day-by-day working problems involved in the complex negotiations with the company. Genoese heads the Teamster team that is negotiating with Pan Am on the merger.

Some Pan Am stewards joined their counterparts from the National Airlines side of the newly merged company, welcoming them aboard the Teamster team.

Stewards called the seminar a great success, saying that they learned more in two days than they would have thought possible. They expressed a strong sense of unity, noting that in the past they had been represented by a weak, do-nothing union (the Air Line Employees Association), and added that it was a real thrill for them to see how the strongest and best union in the world operates.

The new Teamster stewards said after the meeting that they had gotten a feel for the Teamsters and for the problems the union is trying to resolve as a result of the merger. They expressed confidence that the Teamsters would continue to do an outstanding job for them at the bargaining table, in grievance procedures and in day-by-day representation and servicing of the members.

As one steward put it, "Everyone at the seminar learned from everyone else."

IBT WORKSHOP

Tailoring the ABC's Of Labor For Officers From Teamster Locals

THE past few weeks have been busy ones at the Teamsters Workshop at International headquarters in Washington, with workshop sessions being held every other week, and a large number of Teamsters still anxious to attend the sessions.

Visitors to the nation's capital heard from several interesting speakers during two recent week-long sessions.

One session was held the week of May 19–23 for 35 Teamster officers. This group was addressed by former Secretary of Labor William J. Usery, now the head of Usery Associates, a consulting firm specializing in labor relations.

Usery sounded a warning about the productivity problems the United States faces as a result of recent postwar industrial development, from Japan and Germany in particular.

Speaking to the 32-member June 2–6 group was Bernard E. DeLury, a former assistant secretary of labor who is now director of labor relations for the Sea-Land Corporation.

DeLury spoke about the position of organized labor in the United States today and warned participants that our country today finds itself at a disadvantage in various industries, particularly shipping worldwide. Noting that the Soviet Union has constructed a huge merchant marine fleet in recent years, DeLury noted that ours has fallen into serious disrepair.

As a result of such growth, American manufacturing has been put at a distinct disadvantage, with productivity suffering as well, he said. DeLury emphasized that steps need to be taken to rebuild the American industrial complex if we are to compete effectively on a worldwide basis.

MAY 19-23 CLASS

Addressing both groups was Swen Kraemer, former national security staff advisor to four presidents now working with the Senate Republican Policy Committee.

He offered participants some interesting insights on our country's military establishment and the conduct of our country's foreign policy.

Participants in the May 19–23 class, the 25th workshop to be held since the program's inception, included: Robert Younge, president, Local 54, St. Louis, Mo.; Trustee Omer Malboeuf from Local 69 in Quebec City, Quebec; Business Agents Jack Spratt and Robert McAlister from Local 70, Oakland, Calif.; Business Agents Darrell Johnson and Tony Cornelius from Local 75 in Green Bay, Wisc.; Business Agent Jack Powell from Local 81 in Portland, Ore., and Secretary-Treasurer Donald Phillips from Local 104 in Phoenix, Ariz.

Others in the group included: Samuel Babener, business agent with Local 130 in Seattle, Wash.; Business Agent S. Busalacchi from Local 200 in Milwaukee, Wisc.; Edward Conway, III, vice president of Local 322, Richmond, Va.; Business Agents Coy Hill, Richard Gremaud and Charlie Wilson, all from Local 377 in Detroit, Mich.; Secretary-Treasurer Guy Nappi from Local 338 in Mt. Vernon, N.Y.; Secretary-Treasurer Ron Mickus from Local 409, St. Paul, Minn.; and Business Agents Robert Lennox, Scott Sanders and Humberto Rey from Local 495, Los Angeles, Calif.

Also present were: Donald Gerdesmeier, president, Local 503, St. Paul, Minn.; Clyde Pusey, business agent, Local 557, Baltimore, Md.; Robert Dubian, secretary-treasurer, Local 559, Newington, Conn.; Donald Hurst, secretary-treasurer, and Business Agents Charles Deal and Robert Scheper, Jr., all from Local 574, Cape Girardeau, Mo.; Terrence Poeggel, business agent, Local 584, New York, N.Y.; Charles Raymond, secretary-treasurer, Local 597, Barre, Vt., and Dennis Murphy, a business agent from Local 638, Minneapolis, Minn.

From Local 697 in Wheeling, W. Va., came Business Agent George Shultz.

Dom Sileo, secretary-treasurer, represented Local 680 from Union, N.J. Local 764 in Milton, Pa. was represented by its secretary-treasurer, Alfred Byrd.

Others in the class included: Jim Shuler, a business agent from Local 886 in Oklahoma City, Okla.; Daniel Fortier, a trustee of Local 970 in St. Paul, Minn., and two representatives from the Brewery and Soft Drink Conference from Park Ridge, Ill., Vincent Murphy and Bud Pero.

And this makes 26. Following almost on the heels of the preceding group came the participants for the latest class session, the week of June 2–6.

The 32 members of this class included: Business Agents Marty Frates and Don Gomez, both from Local 70 in Oakland, Calif.; Vice President Arnold Scott from Local 83, Phoenix, Ariz.; Business Agent Darrell F. Ellick from Local 164, Jackson, Mich.; Business Agent Michael Enea from Local 200, Milwaukee, Wisc.; Business Agent James Allen and Trustee Paul Gully, both from Local 214, Detroit, Mich., and Secretary-Treasurer James Schindler from Local 227 in Seattle, Wash.

A contingent from Local 283 in Detroit, Mich., included Secretary-Treasurer Arron Gully, Vice President Phillip Ferretti and Business Agent Walter Quillico, while from Chester, Pa. Local 312 came Vice President Richard Kelly and from Local 320 in Minneapolis, Minn. came President Bob Weisenburger.

Local 344 in Milwaukee, Wisc., was represented by Business Agents Dennis Gard, Carl Maahs and Roland Schultz.

Also attending the session were: Cecil Douthitt, president, Local 373, Fort Smith, Ark.; Business Agent Curtis Drawbaugh, Local 430, York, Pa.; Business Agent James Bohlen from Local 486 in Saginaw, Mich.; Robert G. Johnson, recording secretary, and Anthony Pelosi, Business agent, both from Local 553 in New York, N.Y.; Jesse C. Pursley, recording secretary, Local 557, Baltimore, Md., and Business Agent Bruce Guiden from Local 559, Newington, Conn.

Among the other participants were: James Donahue, president, Local 628, Philadelphia, Pa.; Vice President Olin Fountain and Secretary-Treasurer Gary Harris, both from Local 648 in Plattsburgh, N.Y.; Chicago, Ill., Local 744 officers Charles Gustafson, secretary-treasurer, Jerry Hoberg, trustee, and Richard Leva, business agent; Local 886 Recording Secretary George Boulware and Business Agent Leo Snow, both from Oklahoma City, Okla.; and from Local 1999 up in Montreal, Quebec, Can., Business Agent Gilles Laliberte.

JUNE 2-6 CLASS

THREE CHEERS FOR THE RED, WHITE & BLUE!

WITH flags waving, fireworks shooting off toward the skies, and parades and celebrations across the country, Americans will celebrate the Fourth of July this month, commemorating the 204th anniversary of our nation's birth in independence.

The Iranian hostage situation and countless other problems both at home and abroad have instilled in Americans a different attitude today than in years past. Now we walk with new patriotism, unashamed to fly the flag and determined to show the world our commitment to remain free and independent, no matter what forces seek to divide us or deny our freedom.

Evidences of patriotism are everywhere, from the flags flying in countless front yards to the yellow ribbons tied to oak trees in memory of the hostages still held by Iranian captors.

One New York department store has even begun offering customers who arrive prior to its 10 a.m. opening a rousing rendition of the national anthem along with its traditional free demitasse cups of coffee each morning.

A man in Massachusetts, Joseph Theodore, Jr., a member of the Disabled American Veterans, is currently lobbying for legislation that would allow the flag to be flown 24 hours a day, both in his home state of Massachusetts and nationally.

Our own Teamster brother, Jack Poulsen of Local 544, has made it his own personal mission to see that as many Americans as possible fly their flags (as reported in last month's *International Teamster*).

Now *International Teamster* learns that Congress may soon enact into law legislation designed to give honor to perhaps one of the most forgotten groups of soldiers ever to serve our country—veterans who fought in the Vietnam conflict.

On May 20, 1980, the U.S. House of Representatives passed a resolution to create a Vietnam Veterans Memorial Park in the nation's capital. The U.S. Senate, with 100 cosponsors, had earlier endorsed similar legislation, which was first introduced by Senator Charles McC. Mathias (R-Md.) on Veterans Day, 1979 and quickly won complete bipartisan support.

Final enactment now depends, according to the measure's sponsors, on a determination by a House/Senate conference committee of the final site for the monument within Washington and the President's signature of the measure into law, both of which are expected by July 4 of this year.

"This memorial will symbolize to Vietnam veterans the concern the American people have for them and the respect they feel for their service and sacrifice," said Senator Mathias. "Passage of this legislation is a fitting tribute to all Vietnam veterans. It will provide a place where the families and friends of those who died in Vietnam can come to Washington to see their names enshrined in a place of honor."

The legislation will set aside two acres of parkland in Washington, D.C. for a national memorial to honor the 2.7 million American veterans of the Vietnam War.

It will be financed entirely with private donations collected nationwide by a non-profit organization—the Vietnam Veterans Memorial Fund, Inc. (VVMF), which is composed of men and women who served in Vietnam.

The proposed site for the park is in the area of Constitution Gardens near the Lincoln Memorial, but the specific site and design must be approved by the Secretary of the Interior, the National Capital Planning Commission and the National Commission of Fine Arts.

The memorial is envisioned as a landscaped garden containing areas for reflection, a monument containing the names of those soldiers who died in Vietnam, and sculpture commemorating the efforts of the 2.7 million who served their country during this conflict. It will make no political statement about the Vietnam War.

Cost for the memorial is estimated to be near $2.5 million, $250,000 of which VVMF has already collected. The resolution allows VVMF five years to begin construction. After the memorial is constructed with private funds, the Interior Department will maintain it.

Involved with VVMF are a host of sponsors, including a Teamster family, Mr. and Mrs. Tom Margetich, of Glasford, Ill. Tom Margetich is a member of Teamster Local 627 and the couple has two sons, both of whom served in Vietnam. The "Vietnam Veterans Memorial is very close to our hearts," Mrs. Margetich says, because "we learned firsthand the bitterness and division that was brought about by the war. We were fortunate that our sons returned," she added. "Many of their buddies didn't."

The Margetichs serve as volunteer coordinators for the Illinois area for the VVMF fund-raising drive. Their goal is to help establish a lasting memorial to those who served or died in Vietnam. (Teamsters wishing to contribute to the VVMF project can send their tax-deductible donations to the Vietnam Veterans Memorial Fund, P.O. Box 37240, Washington, D.C., 20013. The deposit and accounting of all gifts is being conducted by an independent financial institution under an agreement with VVMF.)

So, with all the troubles we Americans have, July 4, 1980 will dawn with much for us to be grateful for. We still have our freedom, we've learned how precious our rights can be and we've rededicated ourselves to making sure we never lose them. And that's not a bad beginning as we enter the new decade of the eighties.

Holding Together

It was a half-hour to sunrise. The Pacific breeze was right. Tony Felix could hear the early morning ritual on Coronado Island where the U.S. Navy warmed the growling engines of its fighter planes.

Nearer at hand, Tony could smell the bread baking in the ITT Continental Baking Company plant. The odor was intensified by the moist, cool air of San Diego, California. For Tony, a driver-salesman of Wonder Bread, the delicious smell of fresh-baked bread was more a fragrance. He never tired of it.

Tony Felix completed checking his bread truck. The dock loaders usually were correct. Nevertheless, Tony—like the other drivers—went through the racks of orders for the day. It was easier than making an extra trip later if merchandise was missing.

Tony enjoyed the pre-delivery time spent in preparing for his route. Bantering with other drivers and the dockmen. Smelling the bread. A fellow felt good in the brisk night air. Tony had been a driver-salesman nearly 30 years.

He became aware of the false dawn over the low Sierras 50 miles east of San Diego. He glanced at his wristwatch. It read 5:03. Time to leave. As if by signal, a couple of bread trucks rolled from the yard.

Locking his loading doors, Tony turned to pass a remark to one of the dockmen. The business agent for Teamster Local 683 was approaching. Felix hailed the B.A. who visited the bread docks at least once a week, sometimes more often. They had known each other many years. They always chatted.

"Tony," said the agent after a few moments of idle talk, "I need your help."

"Sure, Ed. Just name it—you got it."

Felix could guess what it was about. The year 1977 was contract negotiation time in the San Diego bread industry. There was a problem in the rising cost of health and welfare benefits. Everybody knew about it. Only the older union members fully understood the significance of the problem.

Like many breadmen, Tony Felix was as good a listener as he was a talker. Gab, give and take, is as necessary to a driver-salesman as laughing gas was to the old-fashioned dentist of yesteryear. Tony waited for the B.A. to speak.

"We're having a problem with the young drivers," the business agent began. Tony and the B.A., standing close together, watched another truck pull out. The agent continued, "We just can't seem to get through to them. All these kids want is that extra buck in the paycheck."

So, Felix thought, what was new?

"The kids aren't concerned about health and welfare," said the agent. "You know what it costs, what with inflation pushing everything up. We have to increase the employer's contribution to the H and W fund with this contract. Go easy on a wage increase this time."

The agent shook his head and added, "If we can't get an increase in the health and welfare this year, brother, the fund has had it."

Tony Felix agreed. He knew what medical and pension benefits were worth to him and his family. For that matter, worth to every member and every dependent. Younger members, however, tended to recognize only cash-in-hand.

"Tony," continued the agent, "I'm asking all the older drivers to talk to the young kids. Explain it to 'em. Wake 'em up. Make 'em become aware of what is at stake. We've got to change their minds."

"Okay, Ed," said Tony Felix. "I'll do my part. You know, a lot of these kids don't realize how much the employer has to pay into the H and W fund per man for the benefits negotiated by the union."

"That's true."

Tony Felix chuckled. He enjoyed laughing whether it was a good prank, a good story or a good problem. He already had ideas on what he would say to the young drivers. Something like: "Hey! Before you know it, your retirement age is here. If you don't prepare for it now, brother, you're in trouble when you reach the age to retire."

He said to the agent, "I gotta work."

"See you at the meeting."

Tony Felix climbed into his bread truck and departed while thinking to himself: A lot of young guys peddling bread today do not consider that they'll be selling bread 30 years from now; hell I didn't.

Many drivers talk aloud to themselves when working. Tony was no different. He addressed the long shadows sweeping the silent San Diego streets: "The only thing that kept me in the bread business was the money—and the union contract."

ALL DAY LONG, Tony Felix studied how he would approach the young drivers. At issue was money, according to the results of the questionnaire mailed by Local 683 to the membership.

Younger members wanted more money in the citywide contract covering drivers at Continental, Interstate, Sunbeam and Holsum in San Diego. The older members were out-numbered. But the same health and welfare bookkeeping system covered them all; the fund was vulnerable.

Tony could remember how different it was when he started driving a bread truck in 1948. He was then a member of Teamster Local 64 in Providence, Rhode Island. He began as a relief driver in Newport, Rhode Island.

When he finally got his own route, Tony Felix had 92 stops to make. Forty of the customers were so-called 'dark stops.' That is, the stores—mostly mom and pop groceries—were not yet open for the day's business. Tony had to use a flashlight to look into the store window and count the bread needed. He would leave a supply at the door. Later, after completing his route, he would return to the 40 dark stops and collect the money.

In those years there was no limit on hours worked over a 6-day week. Tony Felix would arise at 3:30 a.m. and often he would not get home until six o'clock at night. Sometimes he fell asleep at the dinner table. Once his wife, Irene, shed tears while begging him to get another job. But the commission money was good. He stayed with the bread.

Checking into the plant at two o'clock that afternoon, Tony quickly found a young driver to persuade. Tony, called "Dad" by most of the younger men, talked forcefully but with reason.

"You're getting something for nothing," Felix explained. "That health and welfare—the company is not giving it to you. The union is giving it to you. Let me ask you: Who can pay for medical costs today? You? Me? Hell no. But the union negotiated a plan that can pay for it. At the same time, you can't make it impossible for the employer to make his contributions to the fund. Think about it."

Tony took a deep breath and switched the subject to pensions. "I was your age one time. I never thought I'd reach a retirement age. But I'm nearly there. I'll tell you what—when you know you have to retire, it's nice to have a good income waiting for you."

Common sense talk from Tony and other older drivers swung the issue. To their credit, the younger members decided maybe it was better that year to hold together on the contract's fringe benefits.

THERE WERE OTHER OCCASIONS when Tony Felix tried to help the cause of Teamster Local 683 in San Diego, California. Like doing organizing work in an informal, personal manner.

Once he tried to talk a potato chip driver into joining the union. It was one of the strangest conversations in which Tony Felix ever participated.

"Nah," responded the potato chip driver to Tony's pitch for unionism. "The company offers—"

"—What do they offer you?" Tony leaped in. "They don't offer you a thing. For instance, what kind of retirement you going to get?"

The potato chip man answered, "I know a guy that just retired with $200 a month."

"Well!" Tony laughed in astonishment. "Big deal! I'm going to retire soon and I'll get more than six hundred bucks a month under the union pension plan."

The potato chip driver was not impressed. He appeared confused and somehow guilty. Then the non-union driver said petulantly, "Besides, I don't want to pay union dues."

"Hey, my God!" Tony, a religious man, was beside himself. "That's just an excuse and you know it. You'll go to a movie that you don't even know whether it's going to be any good—or a ball game that may be no contest—and you'll blow more money than union dues would cost you! What are you talking about?"

The potato chip driver had to admit that maybe Tony was right.

"I really think you guys are misinformed," said Tony Felix. "I don't know what the company promises you, but I do know one thing. The company is never really going to do anything for you besides pay you for the work you do."

"I suppose so."

"Join the union."

"Nah."

Tony could hardly believe his ears. The potato chip driver had no job protections, no guarantees, no bread-and-butter future.

Later, Felix told a friend sadly, "I don't know. Maybe the guy truly thinks the company will do something for him."

HIS LIFE BEGAN at New Bedford, Massachusetts, in 1917 when Antonio Felix was born the son of Portugese immigrants. Tony's father, a farmer, had left the Azores four years earlier to escape Portugal's military draft. In those days, European countries were spending soldiers to build colonial empires in Africa.

Once in the United States, the elder Felix went to work for a brickyard in New Bedford. Four sons were raised in the family. Later, the father labored in a textile mill and lost his job and house when the mills shut down for six months to avoid union organization.

Tony Felix went to work at the age of 14 to help support the family during the Great Depression. He became a barber and worked at the trade nearly a dozen years. He was married, father of a new daughter, and employed at a tool factory during World War II. Since the plant was part of the defense industry, Tony was deferred from military service.

When America returned to peacetime, Tony Felix found a job with Standard Brands. The company utilized panel trucks to peddle yeast, coffee and frozen fruit. Felix stayed there until 1948 when he began his career as a bread driver-salesman for Continental Baking Company.

Tony was an expert bread salesman. By 1950, he was earning around $80 a week in commissions. Two or three times he was offered supervisory work but declined it. He made more money as a driver.

There was a personal problem, however. Tony's 9-year-old daughter, Sandra, was asthmatic. She suffered every Massachusetts winter. The child missed so much school that a home tutor was needed. There came a day when the family doctor said to Tony Felix:

"If you want your daughter to live, get her out of this country. Go west. That's where the climate is best for her."

Tony took the advice. He made a request to the company, with the support of Local 64, and succeeded in transferring to Continental's plant in San Diego. The family sold everything and moved to the land of sun and mild winters in 1952. Sandra's bronchial condition improved immediately. Her asthma attacks stopped.

Felix became a member of Teamster Local 638. He remained in good standing until late in 1979 when he retired with a union-negotiated pension of $654 a month.

* * *

RETIREMENT IS A GREAT PERIOD *in the opinion of Tony Felix. He likes to golf. Occasionally he buys a ticket on a deepsea fishing boat that leaves San Diego Bay at six in the morning and returns at noon.*

"The best part of retirement," Tony says, "is you are able to do the things you want to do when you want to do them."

When he runs out of things he wants to do, Tony putters around the yard. But that doesn't happen very often. His daughter Sandra presented her parents with four grandsons through the years. The older boys are studying in college. Grandpa follows their development delightedly.

Felix and his wife take short trips. They have gone to Las Vegas and Reno for the entertainment. About right now, they should be returning from a European trip planned for late this spring. The object was to visit the Azores where the parents of both Tony and Irene were born and raised—to see cousins they have never met.

Finances are not a problem for the retired Teamster driver-salesman. The union pension plus Social Security for both himself and his wife add up to a comfortable income.

Tony Felix is grateful for his years of Teamster membership and the benefits received. He sums it up this way:

"I can't understand how people can work without a union. There's so many benefits that you get through the union. Management will tell you they're going to do this for you or that for you—and they never do a thing."

As for the future of the International Brotherhood of Teamsters and unionism in general, Tony says, "I know the future is there because all the benefits that workers are getting today—all of them were created in the beginning by the unions."

Tony Felix has but one problem. After more than three decades of arising early to go to work, he still awakens every morning at four o'clock.

And, like a lot of retired breadmen, his spine aches now and then.

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

NHTSA SEEKS WAYS TO REDUCE TRAFFIC DEATHS

WHEN a car runs into a truck on the highway, it doesn't take an engineer to figure out which vehicle usually comes out the worse for wear.

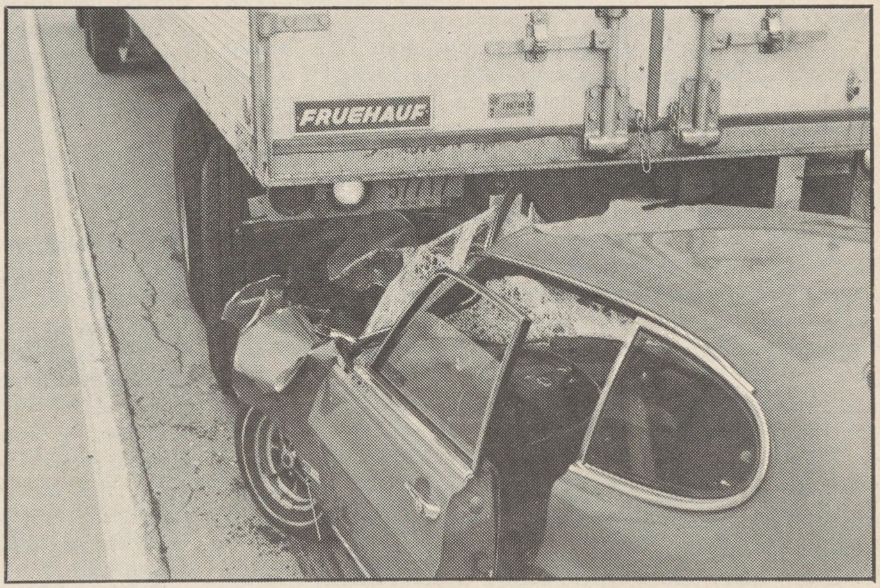
With this in mind, federal motor vehicle safety officials are taking a two-pronged approach in attacking the problem of vehicles crashing into large trucks. They have announced proposed rulemaking to make trucks more easily seen to other drivers, while continuing to develop a standard for improved protection against rear underride in car-into-truck rear-end crashes.

National Highway Traffic Safety Administration (NHTSA) head Joan Claybrook has asked for suggestions on how truck visibility might be increased. Based on this information, NHTSA plans to amend the existing federal standard on truck lamps, reflective devices and associated equipment.

The problem of rear or side crashes into trucks is serious and widespread. In 1978, the Fatal Accident Reporting System documented 936 accidents of this type. Other research by the Federal Highway Administration studied 400,000 crashes during 1967-1975 involving commercial vehicles stopped or parked on highway shoulders. These accidents resulted in 20,000 fatalities, 250,000 injuries and approximately one *billion* dollars in property damage.

The study estimated that 20 percent of these accidents could have been prevented or reduced in severity if the struck vehicles had been easier to see. That 20 percent figure translates into 4,000 lives that could have been saved.

In addition to its efforts toward making trucks more conspicuous, NHTSA has announced that it is cooperating with the Bureau of Motor Carrier Safety (BMCS) in developing a new ruling requiring rear-end protection to be installed on heavy trucks to reduce the severity of rear-end crashes.



Both agencies hope that this double-barreled approach will be successful.

As the NHTSA announcement said, "The combination of improved conspicuity and rear-end protection should significantly reduce the risk of personal injury and property damage."

REDUCING THE PAPER PILEUP

A NEW RULE designed to reduce the paperwork burden on drivers and carriers by expanding existing logging exemptions was announced by the Bureau of Motor Carrier Safety (BMCS) recently.

The rule, which took effect May 5th, allows drivers who meet certain requirements to dispense with filling out the customary daily log. Drivers are exempted from logging their on-duty hours if:

- the driver does not operate beyond a 100-mile radius of the work reporting location more than once within any seven consecutive day period;
- the driver, except a driver salesperson, returns to the work reporting location within 12 hours;
- At least eight consecutive hours off-duty separates each 12 hours on-duty.

This new rule only exempts drivers from filling out daily logs. It in no way alters or revises the hours of service regulations as they relate to daily or weekly limits. Drivers still may not exceed 10 hours daily driving or 15 hours overall on-duty time, nor the weekly limits of 60 hours in seven days or 70 hours in eight days.

WORKERS SOON WILL HAVE A RIGHT TO KNOW

HAVE YOU ever wondered what health hazards you are exposed to at work? When a new Occupational Safety and Health Administration (OSHA) regulation takes effect later this summer, you and your union will be able to find out what your employer knows about such hazards.

The new regulation, scheduled to take effect August 21, 1980, allows workers or their designated representatives to examine and copy medical and toxic substance exposure records kept by their employers.

These records include personal medical information, records of past or present exposure to toxic substances or harmful physical agents (like asbestos), exposure records of other employees with past or present job duties or working conditions related to those of the employee, records containing exposure information concerning the employees' working conditions, and material safety data sheets.

At a press conference announcing the new rules, OSHA's head, Assistant Labor Secretary Eula Bingham, characterized the access regulation as "perhaps the most important standard issued by OSHA so far. It will give workers the knowledge they need to manage their own health."

Bingham continued, "Many workers continue to be exposed to toxic substances and harmful physical agents to an extent which may severely impair their health. Common sense dictates that the workers themselves be assigned a central role in the detection and solution of health problems. This standard does this by providing workers with exposure and medical information that they can use to detect, treat and prevent occupational disease."

All employers in general industry, maritime, and construction work will come under the regulation, and will be required to maintain their exposure records for a period of 30 years. Medical records must be kept for the period of employment *plus* 30 years.

The rules allow the employer to provide access to the records in a reasonable time, place and manner, but require that under no circumstance must the employee wait more than 15 days to see the requested records. In addition, the information must be provided at no cost to the employee, although the employer may charge a copying fee on subsequent requests.

Union representatives are assured access to employee exposure records and analyses based on exposure and medical records, but may obtain access to an employee's personal medical records only with the specific written consent of the employee.

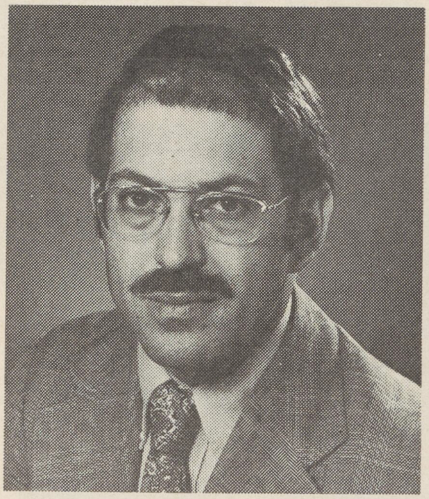
The new rules have been widely hailed as a great step forward in protecting workers' health. IBT Safety and Health Director R. V. Durham said, "The Teamsters Union has supported this long needed regulation from its very inception. We testified in favor of it in the hearings, and now applaud its release. The only way workers can protect themselves in the workplace is if they know what hazards they face. This is particularly true of workers who don't enjoy the protection of union membership."

ON STAFF AT NIOSH

WHEN Doctor Anthony Robbins isn't appearing at press conferences with Dr. Eula Bingham (see story), he might be found making strong speeches in support of workers' rights to a safety and healthful workplace.

That was the case at the National Academy of Sciences meeting in New York recently. Dr. Robbins, director of the National Institute for Occupational Safety and Health (NIOSH), had a few pointed words for that assembly of scientific leaders concerning industry attempts to sell government regulators on the theory of "risk assessment."

Risk assessment deals with assigning the hazards presented in the workplace an abstract number and then weighing the danger to workers against the costs of removing the hazard. Dr. Robbins told the Academy that such a process forgets one thing. "The worker is the victim of hazards in the workplace. He will be the ultimate victim too if regulators, scientists and legislators insist on reducing the obvious hazards in daily work to incomprehensible equations."



Dr. Anthony Robbins

Dr. Robbins, in his role as NIOSH director, sees documentation of hundreds of hazards each day. The experience is not altogether good, as he told the Academy, ". . . our investigators see avoidable hazards, intentional non-compliance with standards, and practices that make the idea that 20 percent of cancers have an occupational cause truly credible."

The answer, according to Robbins, lies not in reacting to body counts and "managing the risks" associated with the workplace, but rather in *preventative* action taken before workers have contracted cancer or suffered other illnesses.

Robbins used the asbestos standard as an example. "We must take all preventative actions. . . . A new standard will be as low as we can measure, for there should be no exposure. A public health program must be created to eliminate all asbestos from the human environment. It should start now by ending further introduction of asbestos where it will ever cause cancer in man."

The approach suggested by Dr. Robbins is embodied in OSHA's new cancer policy, which is one of the reasons industry is fighting so hard against it. But with intelligent men of Dr. Robbins caliber on the side of the worker, the right to a safe and healthy workplace will continue to make advances.

ACTIVE IBT LOCALS

SYRACUSE, NEW YORK

This Teamster's Still Raring To Go

Teamster Andy Clark (center) at 85 may be the oldest dues-paying member of Teamster Local 317 in Syracuse, N.Y., but he's probably one of the most 'gung ho'.

Andy, 85, recently dropped by the local union hall to make sure his dues were caught up; he also made himself available for work. The construction division veteran is shown here with Paul L. Gambacorto, left, secretary-treasurer of Local 317, and Business Agent John Parise (right).

LEONIA, NEW JERSEY

A Beauty of a Pact At Charles of the Ritz

More than 450 Teamsters employed at the Holmdel, New Jersey Charles of the Ritz plant now have a new three-year Teamster contract, thanks to the successful efforts of their negotiating committee, which consisted of Local 1518 officers and shop stewards at the plant.

Here committee members meet to go over the final agreement which was overwhelmingly ratified by the membership and is, they say, "second to none" in the pay and benefits it provides for employees of the company.

Standing from left are committee members: John Benson, Ed Thomas, Stanley S. Struszkiecz, Eleanor Moore, Ruth Leidy and Joan Ramm. Seated, from left, are: Pet Higginson, chief steward; John McNair, Sr., Local 1518 president; Al Sainato, Local 1518 business representative; and stewards Ginger Roney, Alice Malesci and Helen Molyneux.

PITTSBURGH, PENNSYLVANIA

Million-Milers Honored in Pa.

These Teamsters, all members of Local 249 in Pittsburgh, belong to a really exclusive club—they're all members of Preston Trucking Company's Million Mile Club.

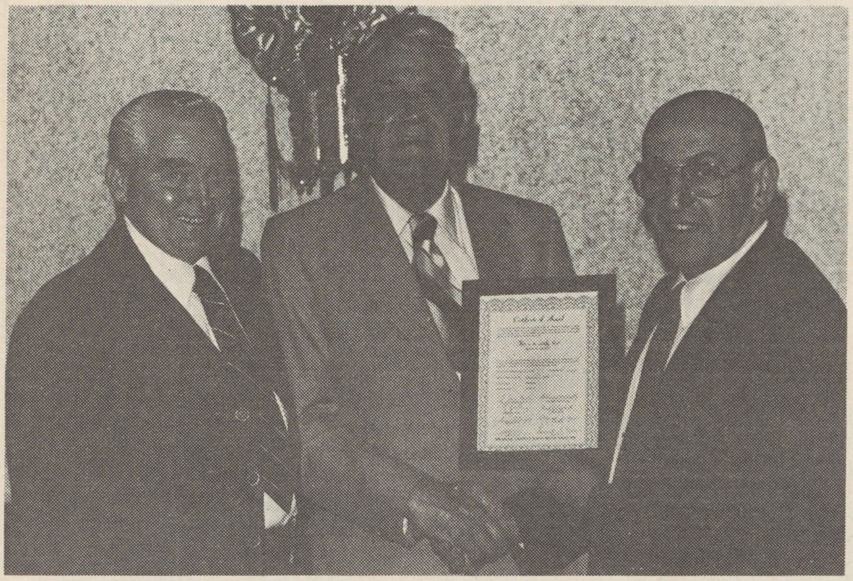
The city drivers, all of whom recently received plaques honoring their safety records, include in the front row, from left: Felix Bureau, 15 years' safe driving; Bob Monheim, 16 years; Bill Gordon, 19 years, and Bud Stitt, 28 years. In the second row, from left: Frank Comport, 17 years; Ken Edwards, 17 years; Ray Cassi, 13 years, and Joe Leone, 22 years.

PHILADELPHIA, PENNSYLVANIA

Coming Through For Easter Seals

Teamsters at Local 500 in the city of brotherly love, Philadelphia, really came through for Easter Seals in this year's fund-raising campaign. Local 500 members contributed more than $4,500 to the society during the telethon recently. From left, Local President William O'Farrell and retired President Charles Amoroso, are shown here making their presentation to Bill Webber, telethon host in that city.

Easter Seal Telethon
91
MENTS
BURGER KING



WEST QUINCY, MASSACHUSETTS

Happy Departure for Outgoing Teamster

Teamster Local 494 member Walter Dempsey, a recent retiree from ITT/Continental Baking Company as a route salesman, is all smiles over a beautiful retirement plaque Bernard T. Visnick, secretary-treasurer of Local 494, is presenting to him to note the occasion. Also at the presentation was Local 494 President James McDonald. Now Dempsey looks forward to a comfortable retirement, thanks to his Teamster pension.

BOSTON, MASSACHUSETTS

School Administrators Successfully Represented

Teamster Local 380 is nearing the end of the first decade of successfully representing school administrators in several Massachusetts jurisdictions.

The union initially organized educational administrators in 1973 under the leadership of Luke Kramer, secretary-treasurer of Local 380.

Since then, the union has continued to sign up school administrators. The most recent addition to the roster is 30 school bosses in Leominster, Mass. The Leominster administrators dropped their affiliation with the Massachusetts Teacher Association to go to the Teamsters.

Local 380 members who work as school heads are in units ranging from Billerica, the first to be organized, to Hudson, Andover in the north and south to Plymouth. The union has 20 such units.

Kramer said recently the Teamster school administrators seem to agree that their IBT affiliation is the most natural thing because Local 380 is concerned with bread-and-butter issues, job rights and working conditions—unlike teachers unions that too often get bogged down in policy and management issues.

ACTIVE IBT LOCALS

IN THE EAST

Two Teamster Tots With Impressive Credentials

Amy Joe Huffman, daughter of a Local 377 member.

Bobbi Coleman, the pride of Teamster Local 326.

Not one, but two youngsters of Teamsters Union members are beauty contest winners at the ages of 5 and 4 respectively.

The tiny misses with the impressive credentials are Amy Jo Huffman, 5, the daughter of Youngstown, Ohio Teamster Local 377 member Carl Huffman and his wife, from West Middlesex, Pa.; and Bobbi Coleman, 4, daughter of New Castle, Del. Teamster Local 326 member James Coleman and his wife, Barbara, from Federalsburg, Md.

Amy Jo holds an array of beauty, photogenic and talent titles. For the years 1978-1979 alone, her awards included: Tiny Miss Northeastern United States, North America's Tiny Miss Pennsylvania; American Dream Girl's Miss Photogenic, Hemisphere's Pee Wee Youngstown Most Photogenic, Majestic Miss Photogenic Queen of Pennsylvania, Miss Shamrock's Tiny Miss Photogenic Queen, and one national award for talent, Majestic Miss National Tiny Talent.

Amy's "winning streak" began when she was 2½ years old and earned her first title," her mom said. Since then, she has traveled to many parts of the country, appeared on television and won many prizes, awards and trophies. She has three brothers, one of them Carl Jr., a member of Local 377, and one sister.

Bobbi Coleman, 4, is another photogenic youngster who's active in competition.

Named Baby Miss Maryland, Bobbi recently competed with 50 other contestants in the third annual Baby Miss America Pageant. She was fourth runner-up nationally, winning not only beautiful trophies, but other prizes as well.

One of her pageant sponsors was her dad's Teamster local, New Castle, Del. Local 326.

Bobbi's family proudly notes that she was a semi-finalist in all four divisions of the competition, including state costume, party dress, bathing suit and sportswear.

Pretty as a picture certainly describes these two Teamster tots.

RICHMOND, VIRGINIA

'You Picked a Fine Time To Leave Me, Loose Wheel'

Teamster Local 592 member Wayne M. Richey, a driver for McLean Trucking out of Richmond, Va., always had a secret ambition—to be a country and western songwriter/singer.

Today, aided by singer Tom Throckmorton, Richey is achieving his goal.

The two recently released a new album of songs, sung by Tom and written by Wayne. Entitled "Loose Wheel" and recorded on the Nashville Goose record label, the album contains some snappy truckin' tunes and already is receiving good play on radio stations in the East and South. "Loose Wheel" also is available as a single.

Meanwhile Richey's fame is spreading. An album published by the Morgan Music Group (Big Wheels Record Co.) contains another Richey tune, "Diesel Truckin' Man," and Virginia vocalist Donna Meade just had her rendition of the Richey tune, "Eighteen Wheels and Me," released as a single.

Wayne, known to fellow drivers by his CB handle "Silly Goose," has been driving for 16 years and says most of the ideas and lyrics for his tunes are conceived while driving his rig along the highway.

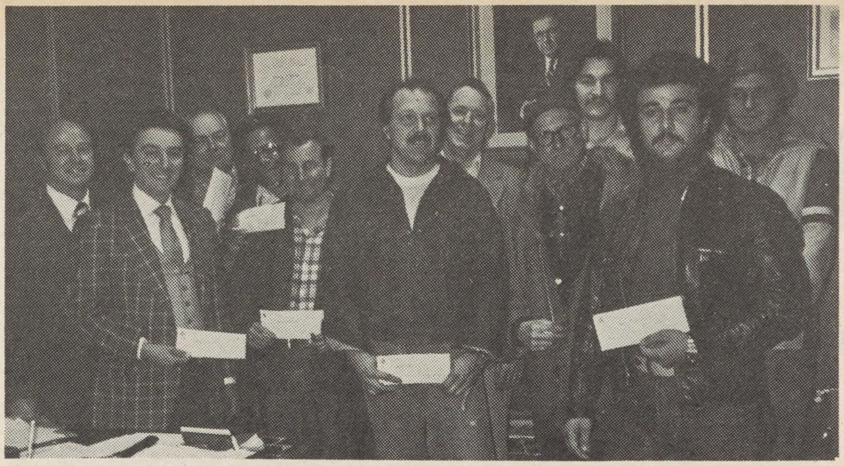
"Loose Wheel" can be obtained from your local record store.

At right, Throckmorton and Richey.

DETROIT, MICHIGAN

Happy Local 283 Members Back to Work in Detroit

Detroit, Mich. Local 283 recently reached agreement with Automotive Finishes, Inc., ending a 12 week lock-out. Here members are shown holding checks representing part of the $15,000 settlement. Pictured are Local Union President George Vitale and Vice President Phil Ferretti with members Ervin Bukoski, Jack Harrison, Hassan Chokr, Albert Rhoads, Clayton Schulz, Raymond Swanson, "Ted" Schlarb, Mark Tuscano and Morgan Williams.



WEST FRANKFORT, ILLINOIS

Local 347 Teamster To the Rescue

Jerry Keith, a member of Teamster Local 347, father of four and driver for River Venture Trucking Company, in Marion, Ill., didn't set out to become a hero when he left home early one recent morning; things just turned out that way.

The story of Keith's rescue unfolded when the grateful father of the child he rescued called a newspaper in his hometown, not knowing which truck driver had been involved in the incident but wanting to give recognition to the man who'd risked his life to save West's son, five-year-old Jonathan.

West said the unknown driver had swerved his big rig off the shoulder on Illinois Route 34 when he saw Jonathan suddenly dart onto the highway in front of his truck. Wilson West, the father, was on a side dirt road by a bridge changing a flat tire when the boy ran onto the highway, he said.

"I wanted to tell what he did because so many people are down on truck drivers, and I want them to know what he did—that truck drivers are human beings, too," the grateful father said. "The man doesn't know; I could never repay him."

West added that he and the driver were so nervous that he didn't think to get his name, but noticed the number on the side of his truck—694—and that it was a River Venture truck. "He could have turned it over, but he stopped," the father added.

Digging for the facts, the newspaper called River Venture dispatcher Sal Peritore and learned that the driver of the vehicle was Teamster Jerry Keith.

As it turned out, Keith was sitting in the office when the call came, since truck traffic that day had been shut down while repairs were made to a local highway.

RIVER
VENTURE INC
MARION, ILLINOIS
ILL CC 4066 MC
GCW 73,28

Here, Jerry Keith is lauded for his bravery by Marilyn Martin, operational manager of River Venture. Keith is one of 32 Teamsters employed by the company.

Keith was surprised by the call. "My only thought was getting off the road when I saw the boy," he noted. "I have children myself."

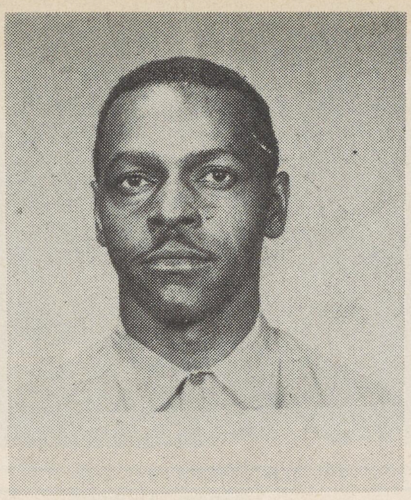
DETROIT, MICHIGAN

Alert Teamster Saves a Life

The alertness of Teamster Local 372 member Steve Cukrowski, here being commended by Local 372 President Elton Schade, probably saved a woman's life.

Cukrowski, a delivery driver for the Detroit Free Press, with his partner, John Ford, was making a delivery at the School for the Blind in downtown Detroit one rainy day recently when he observed what looked like a bundle lying in back of the school. Hopping out of their truck, the two discovered the nude body of a woman who had been badly beaten and raped. They immediately called police, who rushed the victim to the hospital in time to give her life-saving treatment.

ACTIVE IBT LOCALS



MIDDLETOWN, OHIO

Longtime Teamster Steps Down In Ohio

For Teamster veteran Henry R. Smith, his Local 836 pension is just one more good thing to remind him of his years as a Teamster. Smith retired recently after 47 years as a driver, the last 27 of them with the Dumford Trucking Company in Middletown, Ohio. Stepping down, he thanked his fellow Teamsters for "making my life's work a pleasant one and for making my retirement possible." His brothers and sisters thank Brother Smith; it's men and women like him who built our union.

CINCINNATI, OHIO

Teamsters Join Birthday Party for Sambo's in Ky.

When Sambo's Restaurants, Inc. recently celebrated two successful years of operation at its new Food-service Distribution facilities in Florence, Ky., Sambo truckers, along with Gairald Kiser, president of Teamster Local 100 in Cincinnati, were on hand to help celebrate.

Sambo's
RESTAURANTS

Seventy-six truckers handle weekly distribution of food and supplies to nearly 600 of the more than 1,000 Sambo's restaurants out of the Florence facility. Deliveries cover 35 states in the Midwest, Eastern and Southern regions of the country.

Here five of the drivers join Kiser at the "birthday" celebration. With Kiser, from left to right are Teamsters: Bob Darcy, Jesse Alfred, Ken Walvoord, Jack Gourd and Jerry Stinson. In addition to drivers, Sambo's employs 36 garage and warehouse employees at Florence, all members of Local 100.

DETROIT, MICHIGAN

In the Right Place At the Right Time

Robert E. Marks, a member of Teamster Local 299 and carpet-cutter at Presto Manufacturing Company, is a brave man.

Marks, shown here being congratulated by Local 299 Business Agent Ron Owens and Steward Mike Pulliam, recently saved five small children from possible death when he pulled them out of a burning house, located across the street from the plant where he works.

A father of four children himself, Marks was leaving work recently when he saw the house blazing. Remembering that he had previously seen children playing outside the residence, he dashed into the smoke and fire and led the frightened youngsters out while fellow workers rushed and called the fire department.

Marks, a Teamster for the 11 years he's been with Presto, received a Teamsters' honor emblem from his local union and a watch presented on behalf of Joint Council 43 and its officers for his heroic actions.

LOUISVILLE, KENTUCKY

Teamsters Join The 'Buy American' Bandwagon

What better way to celebrate the Fourth of July than by rededicating ourselves as workers to a "Buy-American" philosophy, to hang onto American jobs and help stop the flood of imports now deluging our country.

Teamsters from Local 89 believe in this philosophy and a couple of months ago marched with other unionists from Kentucky to prove it.

Workers staged a massive "Buy American" rally in Louisville in late April to dramatize the loss of American jobs and technology to foreign imports.

Local 89 members were joined by members of the United Auto Workers and AFL-CIO affiliates, as well as Louisville Mayor William Stansbury, in making their voices heard.

Auto Workers and Teamsters in the car haul industry have been particularly hard hit in recent years by the flood of imports reaching American shores, as have workers in many other industries including those helping manufacture wearing apparel, electronics, televisions and radios, watches and clocks.

Workers also have watched helplessly as American technology and capital flowed out of the country for foreign investment—money that could be spent to put Americans back to work.

Neither Congress nor President Carter have taken effective steps to stop this export of American jobs, capital and technology overseas.

Through this and similar demonstrations, unionists such as those from Teamster Local 89 hope to call attention to the demoralizing trade policies now ruling our country.

Unionists seek "fair" trade, as opposed to the "free" trade enjoyed by some foreign countries such as Japan. In the case of Japanese auto imports for example, the country restricts imports of cars into its country to two percent of the total auto sales market, while subsidizing manufacturers producing cars for export.

Local 89 Secretary-Treasurer Norman Hug was among those addressing workers at the huge outdoor rally.

THINK AMERICAN
BUY AMERICAN
SAVE...
AMERICAN JOBS
TEAMSTERS
LOCAL 89

Local 89's signs say it all, as workers rally in downtown Louisville. Here Local 89 Secretary-Treasurer Norman Hug (center with mike) addresses participants at "Buy American" rally.

USA
GOODS
BUY
USA
GOODS
THINK AMERICAN
BUY AMERICAN
SAVE
AMERICAN JOBS

What A Trade! Unemployment Fever

**I've got unemployment fever from the unemployment line.
I sit and wait for checks that never seem to be on time.
All I hear is grumbling from those kids and wife of mine.
I've got unemployment fever from the unemployment line.**

**Every night at bedtime on my Japanese radio,
I hear talks of layoffs and thousands more to go.
I peel off all my Taiwan clothes.
Climb in my Thailand sheets.
Set my Hong Kong clock,
That wakes me from my sleep.**

**Every morning when I wake up,
I pull on my boots from Spain,
Drink Brazilian coffee,
Use sugar from their canes.
I squeeze into my foreign car,
That runs on Arab gasoline,
And chewing English taffy,
I'm off to make the scene.**

**I've got unemployment fever from the unemployment line.
I sit and wait for checks that never seem to be on time.
All I hear is grumbling from those kids and wife of mine.
I've got unemployment fever from the unemployment line.**

**I'm heading for the store to buy some Argentina beef,
But I feel a little guilty,
'Cause I know we need relief.
So, I promise in the future,
To only buy name brands.
But when I open them up they say,
They're made in foreign lands.**

**Every day I look for work.
No matter where I go,
I hear the same old story,
That everything is slow.
I've knocked on every door,
Wore the soles from off my shoes.
And now they've got me singing these here
Unemployment Blues.
But I tell you friends there's gotta be
There's just gotta be a better way.
We've gotta learn to read that good ole MADE IN U.SA.**

**(By Lloyd DeZana, city driver, McLean Trucking,
Local 89 member, and Don Pikarrin, owner-operator,
Steel Division, McLean Trucking.)**

ACTIVE IBT LOCALS

PORTLAND, OREGON

A Continuing Memorial to Clyde Crosby

When former Teamster International Representative Clyde Crosby passed away, as reported in the May issue of *International Teamster*, his family and the Teamsters respected his wishes that no funeral services be held.

Now, however, to commemorate the years of service Crosby gave to Joint Council 37 and the Teamsters Union, J.C. 37 has established an ongoing memorial to his memory—the Clyde C. Crosby Memorial Scholarship.

From this separate scholarship fund, being administered by the Joint Council, an award will be made annually to a deserving student. And what better way than by helping to educate the young can any Teamster be remembered.

SEATTLE, WASHINGTON

Big Backpay Award for Wash. Teamsters

Checks amounting to $33,506.84 in backpay have these Teamsters all smiles. The award came to the Local 174 members, all employed by Chips Produce, in settlement of their grievance for back overtime pay due them. From left to right are: Richard Hendrickson; Ed Seahorn, secretary-treasurer of Local 174; Bob Cooper of the union; Joe Rogers; Anthony Rebo; Frank D'Aprile; Bob Williams, and Fred Bonge, business agent in the fruit and produce industry. Not shown but sharing in the award are Pat Welch and Larry Ishino.

ORANGE, CALIFORNIA

Local 952 Creams Kraft In Election at Plant

Fighting back an attempt by Kraft Foods to oust Teamster Local 952 as the bargaining agent for production workers at a Buena Park plant, workers recently voted 267 to 165 to keep the representation they have, rejecting the company's line that they could do better by going it alone.

The vote at the Orange County plant was the latest in a series of decertification elections Kraft, Inc. has been encouraging around the country in recent months in line with its new corporate decision to stage a systematic company-wide assault on its workers' bargaining units.

Although the actual decertification bid came from employees, behind-the-scenes investigation by the local quickly uncovered that the campaign was really being engineered by the company.

Warren Bloom, Local 952's business agent at Kraft, reports that during the campaign his access to the plant was severely restricted and that the company used many other tactics to wear the union down as well.

At one point, the plant's personnel director tried to provoke the Teamster into an altercation. Shortly thereafter, Bloom found out why he'd been treated so shabbily. The personnel director called and told Bloom that Kraft had hired him to destroy the union; he also said that he had since left Kraft because they wanted him to do something which he refused to do.

During the height of the campaign, it became apparent that the local management people were not getting the job done as Kraft wanted them to, so the big guns were called in from Chicago, says Bloom.

The final vote favored the union, nonetheless. Local 952 Secretary-Treasurer Lee Kearney commended the efforts of Bloom, job stewards at the plant and the "stand up union members who are the backbone of our great union," for their efforts.

Local 952 officers point out that this is the third time in 20 years Local 952 has been certified as bargaining agent for the workers. Some 20 years ago, Kraft closed three union plants, moved to Orange County, and put a six-foot wire fence around the entire plant with a guard at the gate. Local 952 won the initial election by a 200-20 vote. A few years later an attempted raid by an AFL-CIO affiliate was also handily turned back.

This latest victory overwhelms those ballots in importance, Kearney notes, because of Kraft's recent decertifications or attempted decertifications at a number of its plants across the nation recently.

Kearney concluded that if the abuse of corporate power by this giant, multinational firm had resulted in destroying the union in Orange County, he would have been forced to rank them among Coors, PPG and the J.P. Stevens companies, with Kraft sharing a prominent place in the "corporate hall of shame".

LOS ANGELES, CALIFORNIA

Easter Seal Reports Keep Rollin' In

Another last minute update on Teamsters/Easter Seals Telethon '80 participation just arrived from Teamster Joint Council 42 out in Los Angeles, which outdid itself this year to help the handicapped.

As we reported last month, J.C. 42 President Mike Riley appeared on the national telethon along with other Teamster representatives to make one of the union's progress reports about activities taking place around the country. Riley also "initiated" telethon host Suzanne Somers as an honorary Teamster during the proceedings, presenting her with a Teamster jacket, pin and commendation for her work on behalf of the handicapped.

But that wasn't the extent of our Southern California members' interest or enthusiasm.

Joint Council 42 and its 37 affiliated local unions went all out this year. They raised in excess of $25,000, which was presented to television personality Vic Tayback during the Los Angeles-originated local portion of the telecast by Riley and J.C. 42 Secretary-Treasurer Karl H. Ullman on behalf of Southern California Teamsters.

This check, J.C. 42 officers remind us, was "over and above what hundreds of rank-and-file Teamsters donated over pledge phones to some 30 Teamster representatives manning the phone banks telethon weekend."

"I have seen firsthand the good work this organization does for people who normally have a very rough time just getting out of bed each morning," Riley said, adding: "That's the reason we got involved."

Teamsters at International headquarters are really glad they did, and that this year's effort was so successful.

EASTER SE
P.O. BOX S
LOS ANGEL
CALIF. 90

Above, Southern California Teamster officials affiliated with J.C. 42 make on-the-air pitches to their respective memberships for monetary help for the handicapped.

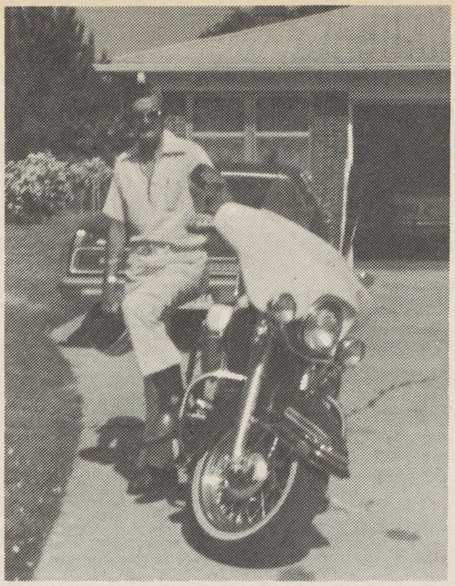
J.C. 42 President Mike Riley and J.C. Secretary-Treasurer Karl Ullman (center) present a $25,000 check to Southern California Easter Seal telethon host Vic Tayback. Riley and Ullman co-chaired 1980 Teamster/Easter Seal activities in their area. Tayback sports a Teamster cap for the occasion. (photo at left)

Lucky J.C. 42 President Mike Riley makes Somers an honorary Teamster and helps her don a Teamster jacket.

Angel of the Hour
JOINT COUNCIL OF TEAMSTERS #42

At left are some of the 30 Teamsters who volunteered to help man the phone banks during the 18½ hour telethon.

ACTIVE IBT LOCALS



MEMPHIS, TENNESSEE

Never Too Late To Try Something New

Retired former Teamster Local 984 President R. A. "Dick" Farrell may not be a working union member anymore, but he sure is living life to the fullest, thanks to his Teamster pension.

The Teamster retiree, shown here with his Harley-Davidson motorcycle, enjoys many hobbies to keep him busy, among them painting, gardening and repairing old clocks. Dearest to his heart, however, are the trips he takes on his Harley, most recently one to Florida and back. Farrell also takes an annual trip to Lincoln, Neb., to visit his son and family aboard the bike. By the way, Brother Farrell is 73 years young.

PORT RICHEY, FLORIDA

Another Retiree Chapter; Teamsters Ask To Go National

Teamster retiree Bill Maddock, former president of Local 301 in Waukegan, Ill., may be retired, but he isn't near ready yet to give up the strong ties to the Teamsters he built up in all his years with the union.

Maddock retired in January, 1976, and like many retirees, moved to Florida. There he and some fellow Teamster old-timers have formed another Teamster retirees' chapter, composed mostly of Teamsters from around the country new to the state.

Florida Retired Teamsters was born in September, 1979, and currently has about 100 members; its womens' auxiliary is equally strong.

Maddock reports that recently elections were held to elect officers for the fledgling organization. Elected by members were: Robert A. Moore, president; Stanley Clayton, vice president; Ora (Bud) Folden, secretary-treasurer; Lawrence Bingham, recording secretary; and Bill Maddock, Larry Evans and Bob McCoy, trustees.

The Teamsters report an interest in seeing a national retirees' division formed at International headquarters to coordinate the activities of all Teamster retirees, and have been assured that the union anticipates one day having such a club on a national scale.

NEW ORLEANS, LOUISIANA

Teamster Local 270 Staffers Are 'Stars'

When producers looked around recently for an appropriate spot in which to film some scenes for an upcoming TV production, "Concrete Cowboy," they approached Local 270 in New Orleans and were given a green light to proceed.

As a result, the Louisiana local union hall offices and facilities will be seen in many scenes of the production.

Here actor Jerry Reed, star of the film, is made an honorary member of Teamster Local 270 by the local's President Raymond Lapino (right) and Secretary-Treasurer Mitchell Ledet (left).

OKLAHOMA CITY, OKLAHOMA

Legislative Win Proves Our Efforts Are Effective

As Lt. Governor Spencer Bernard (seated) prepares to sign the resolution into law, a contingent of interested bystanders watches, including, from left: Art Hill, vice president, United Parcel Service; Charles Murphy, IBT DRIVE Representative; State Senator Gene Stipe; Jack Farrell, president, Teamster Local 886, and State Representative Michael "Mike" Murphy.

Teamsters in the Oklahoma City area proved recently that when our members speak to their legislators, they really have muscle.

This point was made when area Teamsters were instrumental recently in encouraging the Oklahoma state legislature to pass a resolution directing the state to accord United Parcel Service, a Teamster employer, intrastate rights the carrier had been seeking on its own unsuccessfully for some time.

After spending thousands and thousands of dollars in its attempts only to be refused intrastate rights again and again, UPS turned to the Teamsters and Local 886 in Oklahoma City early this year.

Local 886 President Jack Farrell, in turn, contacted Teamster DRIVE Field Representative Charles Murphy who set up a meeting with UPS officials, Farrell and UPS Business Agent Jim Shuler, at which a plan was formulated to obtain the rights they sought.

The group drafted a resolution which was introduced on the House floor by Mike Murphy, Democratic representative from Idabel, Oklahoma and brother to DRIVE Representative Murphy.

Following its introduction came the hard work—many long hours of walking the halls of the Capitol building.

Brother Murphy worked in conjunction with Wallace Clements, another DRIVE field representative. Through the many long days that followed, the two worked diligently to guide the bill through the house.

When the measure reached the Oklahoma Senate, it won the support of one of the state's most powerful Senators, Gene Stipe. Stipe, long one of labor's strongest supporters within the state, authored the Senate bill and guided it through floor debate.

The resolution recently became law, ordering the state to give UPS intrastate rights. The resolution will enable UPS to be more competitive with non-union carriers operating within the state, the delighted company admits.

After the bill was enacted, UPS was so pleased that Brothers Murphy, Clements, Shuler and Farrell were invited to meet with UPS employees and sign them up as members in the union's DRIVE program.

The group did and signed up for DRIVE more than 98% of the 400-plus members at UPS in Oklahoma.

Still heady from their success with the resolution and in signing up new DRIVE members, the Teamsters received even better news from the company. The management of UPS has assured them that enactment of the legislation will probably mean 400 new jobs statewide and about 200 new members coming into Local 886 alone.

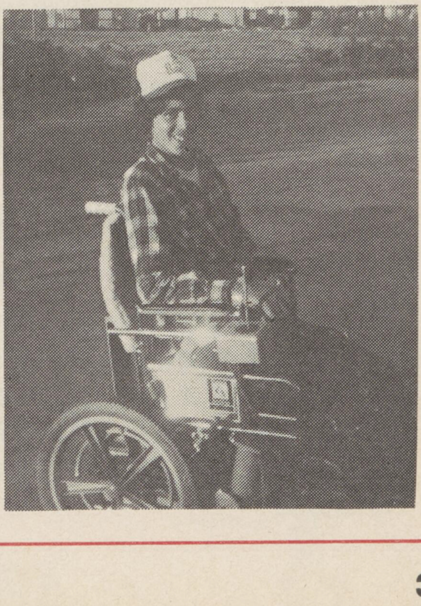
HOUSTON, TEXAS

Can Anyone Help Out This Teamster's Son?

Anthony (Tony) Benavidez, the son of Teamster Pat Mickler, an employee of Braniff International and IBT Local 19 member in Houston, Tex., was an average teenager until about three years ago when he was involved in a diving accident in which his neck was broken and he was left a quadriplegic, paralyzed from the neck down.

Now 18 and in a wheelchair, Tony has recently started a new hobby, collecting baseball hats with various emblems on them. His mother reports that he now has about 40 of them, from different companies, ball clubs and cities. The one he sports here is from the 1980 Olympics.

If any of our Teamster brothers and sisters would like to help Tony expand his collection, please send your hats to him. Mail them to: Anthony Benavidez, 15422 W. Willowwind, Houston, Tex. 77071.



CONSUMERS' CORNER

IT HAS been estimated that one out of four cars is stolen today so that it can be stripped and its parts re-sold illegally. Car owners should take steps to protect themselves.

New model cars, from 1978 to 1980, are first on the auto thief's "hit list." And, according to the National Automobile Theft Bureau, one out of every 145 registered automobiles is stolen, with a theft occurring every 32 seconds. The total loss to the American public for 1979 was estimated to be close to $4 billion.

Two-thirds of auto thefts occur at night, with over one-half of the vehicles stolen from private residences, apartments or residential streets.

Where sports models have always been a prime target of theft, the energy crisis has given new value to economy model cars. But there is also a rise presently in reported thefts of large gas guzzlers.

When asked about large model loss statistics, an NATB spokesman revealed that many such reports were under investigation for possible fraud. He recalled that, during the mid-'70s gas crunch, some 250 large Cadillacs were reported stolen by their owners and claims were paid by insurors.

Several years later, when the New York City Police Department arrested a felon on other charges, it was learned he had been engaged in a steal-for-pay operation. Further investigation bore out his claim that the missing 250 automobiles had been dumped into the East River under the Queensborough Bridge.

Divers, working with the city and the Coast Guard, established the watersodden graveyard. The findings galvanized insurors into action. Car owners were contacted and forced to repay loss claims, and conspiracy and fraud charges were levied against them.

Today, automobile theft investigative agencies are functioning in many states and regions. The NATB receives and coordinates their information. It also conducts training seminars for law enforcement officers in the latest techniques of vehicle registration, as well as methods for uncovering arson and fraud.

The NATB also cooperates with the International Association of Auto Theft Investigators. As a result, many cars stolen in one country are found in another country within several days.

To date, some 25 states have enacted legislation addressing theft by using salvage titles. But the NATB notes that, when one state makes it difficult for thieves to purchase a wreck in order to acquire a legitimate certificate of title, the thieves promptly move on to another close-by state which does not have such protective legislation.

The Motor Vehicle Theft Prevention Act of 1979, now being considered by Congress, would apply such salvage restrictions nationally. It would require that major automotive parts be stamped with traceable serial numbers, making it a federal offense to alter vehicle identification numbers.

Currently, both the Ford Motor Company and General Motors have initiated identification numbering projects on four of their top-priced models. In addition to the motor serialization, there will be VIN (vehicle identification numbers) on both front fenders, the right front door, the hood, the deck lid and rear body structure, as well as on the safety compliance certification label on the left front door.

One of the simplest, quickest and most effective means of concealed identification is to drop a business card or smaller identification down the door window channels.

Consider etching your vehicle identification number or license number in several hard-to-find spots. One reporting agency located an owner's car because he had scratched his license number under the gas cap.

Write your name and address in crayon under the front hood and trunk lid. Keep an in-house record of your car's description, including model number, year and serialization number. A mileage record and key numbers are also helpful.

Some vital points for consumers to remember are:

1—When on the road, drive with your doors locked and windows shut or only partially open. Resist any efforts to force you off the road, blowing your horn repeatedly in short blasts and head for the nearest gas station or public place.

2—When parking, "lock it and pocket it"—remember never to leave your key in the ignition.

3—When parking on the street or in a lot, select a well-lighted place. If parked by a curb, park with front wheels turned sharply to right or left, making it difficult for a thief to tow away your car.

4—If you have a theft deterrent device on your car, remember to activate it.

5—If your car is garaged, lock both the garage and vehicle. If you park in a commercial lot or garage, leave only the ignition key with the attendant. Check to be sure your license number does not appear on the key you leave.

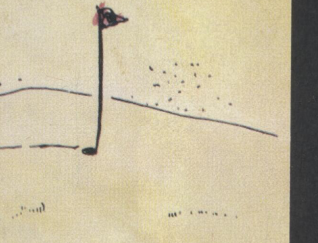
6—Keep license and registration in your wallet or purse whenever you leave your car.

Consider adding a lock on the cover of your gas tank. There have been an increasing number of incidents of gas siphoning of parked cars. These thefts are not usually reported to authorities.

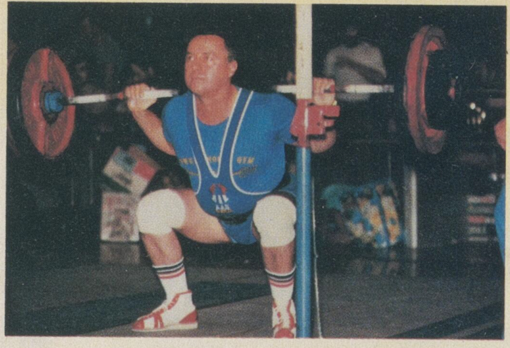
REMINDER ON YOUR WITHDRAWAL CARD

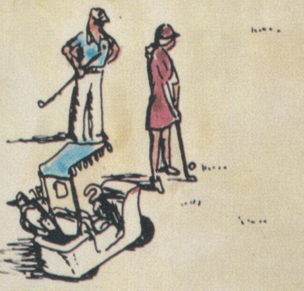
Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

TEAMSTER SPORTS!



462.7 pounds is a lot for anyone to shoulder, but here, Teamster Bob Bacon, a member of Local 653 in Brockton, Mass., employed at Quinn Freight Lines, is doing it. Bacon recently competed in the fifth annual AAU National Masters Weightlifting Championships in Weirton, West Va. The agile Teamster took first place, he reports, in the power lifting, and second place in the weightlifting competition.



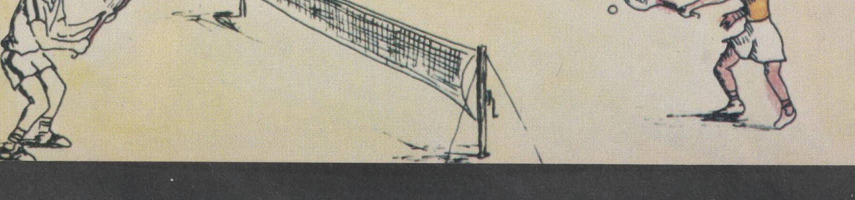


Teamster Gil Strelec of Local 390 in Miami, Fla., here proudly displays his first-ever 50 lb. sailfish, caught recently off Miami, using a pink and purple artificial jelly belly lure. Strelec drives city pickup and delivery for Pacific Intermountain Express, and says some of his other catches since living in the Miami area have included wahoo, dolphin, grouper and blackfin tuna.

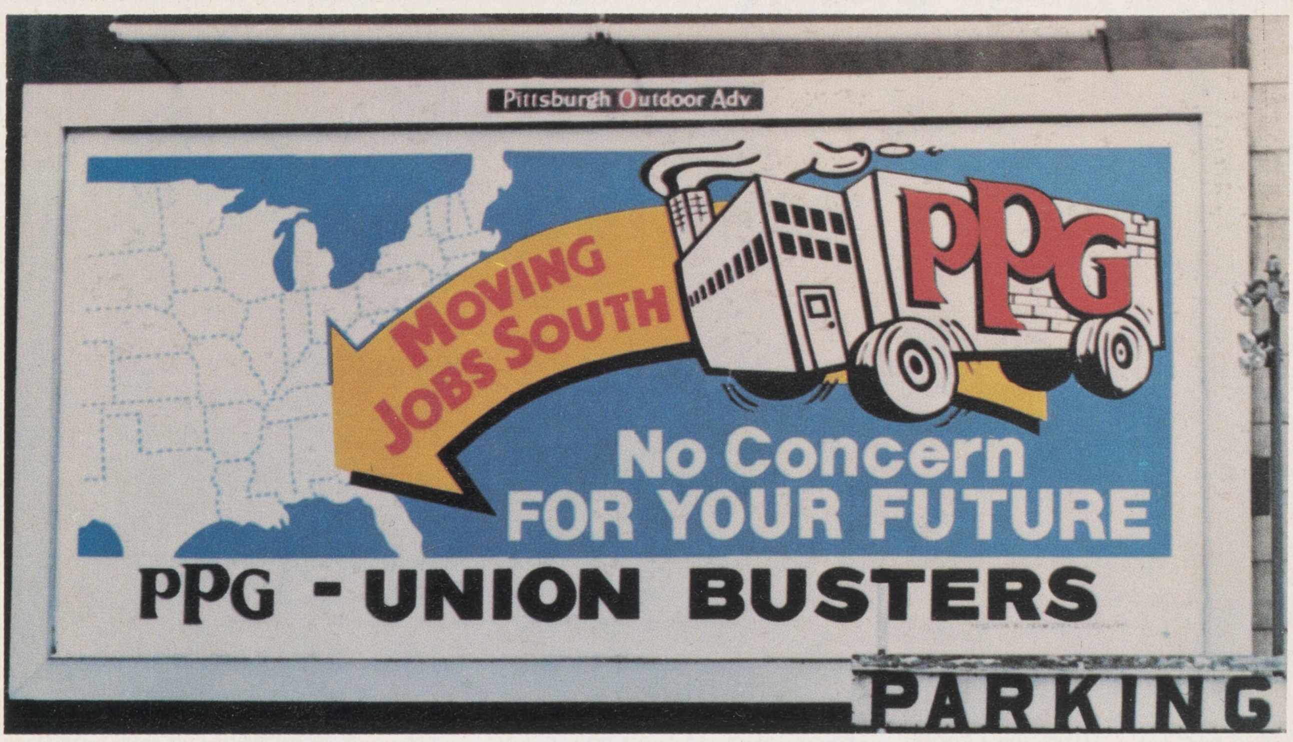
Pete Parone, a member of Local 443 employed as a truck driver for Preston 141 Trucking in Orange, Conn., really enjoys his busman's holidays. Parone owns a 1937 Chevy coupe stock car, and likes nothing better than running it in the sportsman division at the Danbury Fair Race Arena, Danbury, Conn., in his spare time.

Milwaukee, Wisc. Local 200 member Mike Farchione enjoys an unusual recreational pastime. The Teamster likes to go "barefooting" on Wisconsin's many lakes, that is, ski without his skis. Here Farchione, a dockman/driver for American Freight Systems, is shown enjoying his sport on a lake in upper Wisconsin, but he assures us that skiing on all Wisconsin's lakes is great, with or without skis. →

When Teamsters Robert Jones of Oregon Local 57, a production manager at Coca Cola Co., and Joe Bagshaw of Local 962, a route manager at Western Beverage in Rosebury, Ore., got together for a fishing trip down to Mexico recently, they brought back a boatload of fish, including four marlin, seven tuna and one dolphin. Here Bagshaw (left) and Jones pose with their prizes.



RIGHT IN THEIR OWN BACKYARD


Pittsburgh Outdoor Adv
MOVING JOBS SOUTH
PPG
No Concern FOR YOUR FUTURE
PPG - UNION BUSTERS
PARKING

This billboard, erected near PPG headquarters in downtown Pittsburgh where corporate officers can see it, bears silent witness that Teamster Local 391 will never give up its battle to help workers unionize until they have a contract.

The Teamsters' Boycott of PPG Products Continues!

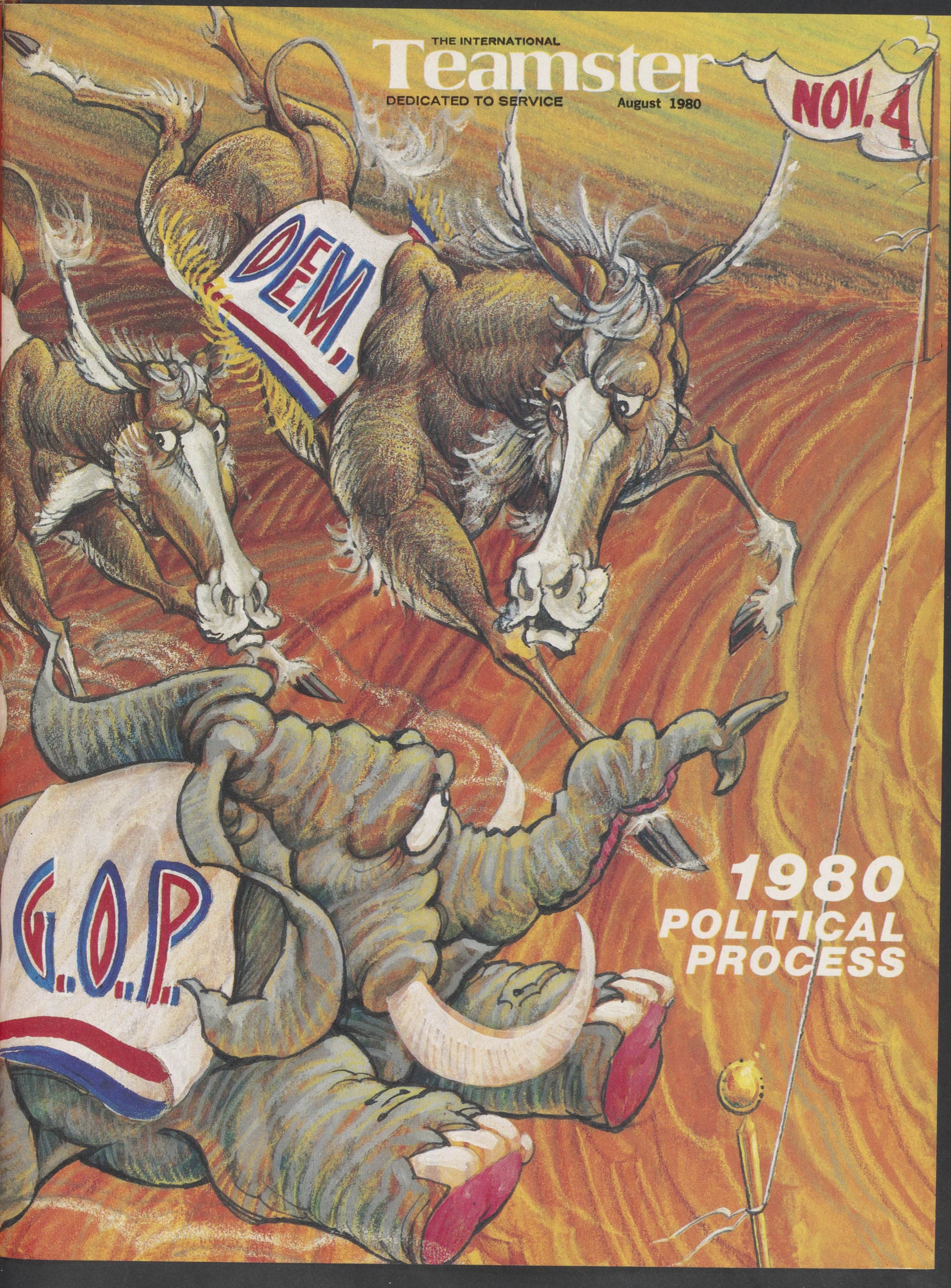
PLEASE DON'T BUY

- Zerex Antifreeze—Coolant
- PPG Paints, Enamels, Thinners, Sealers, Primers
- PPG Brushes, Rollers, Paint Supplies
- PPG Plate Glass, Safety Glass
- PPG Coatings, Concrete Preservatives, Adhesives

BOYCOTT PPG PRODUCTS

Union-Busters Don't Deserve Our Business

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
August 1980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G.O.P.

1980 POLITICAL PROCESS

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

THE 1980 POLITICAL PROCESS is at its midway point. To some it may seem that the silly season is prevailing throughout this long, hot summer. Convention delegates in funny hats with exaggerated oratory have deluged the media throughout the land.

But it is a deadly serious time, too. The rhetoric that permeates the air waves and news print is all part of the political process, all part of the democratic way we select our candidates, come forth with party platforms and ultimately elect a leader to form an administration that will govern for the next four years.

This leader must not only comprehend and focus on the many problems that beset our nation, and particularly the working men and women who are fighting to stay in the mainstream of today's economy, but also offer workable solutions to an array of problems that face all America.

Throughout the dialogue of the coming campaign we will be looking not only at the candidates' track records, but also at the direction the parties and candidates will take to improve the quality of life, especially for the nation's work force.

There is no question that our country is in grave trouble today, and it will take more than rhetoric to cure the ills.

Too often the party structures and platforms seem to ignore the little people—the people who keep this country going and make it great.

We have many great concerns for our people and our future.

We are fearful of the state of our economy—inflation robs our people daily and destroys our confidence in the future.

Unemployment threatens many Americans and grows steadily higher. Individually and collectively nothing is more important than jobs.

Throughout the halls of Congress our lawmakers seem to be floundering for lack of a viable energy policy to aptly take care of the people's needs.

In its floundering the government also has often intruded in our lives in many unwanted situations, and often withdrawn its help where needed, as in the case of the recently enacted deregulation law.

We will be looking for workable solutions to these problems and more from all candidates during this campaign of 1980.

We know that this country must be put back to work, that the unfortunate and disabled in our society must be cared for and aided, and that all Americans must be given the opportunity to live comfortably now and in the future.

These are the real issues candidates must address. I urge you to read and listen and challenge our candidates to not only confront these issues, but offer some real solutions.

We have dedicated this issue of the *International Teamster* to America's political process in the hopes of offering a better understanding of the approaching campaign.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 8 August, 1980

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2 Teamsters Executive Board Meets
Discusses deregulation, unemployment

4 Safety Is A Teamster Priority
And that goes for PPG employees, too

12 Update on Deregulation
How the legislation will affect us

13 Search for Strength: Retiree Maurice Legault
A look at the Teamsters and how things were

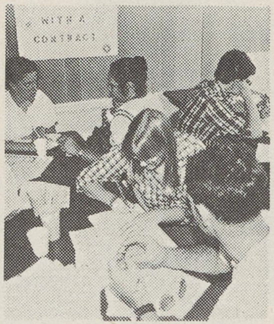
16 GASOHOL: The Great Grain Alternate to Gas
A special look at one energy alternative

18 Doing the Budget Balancing Act
You need more than a tightrope and courage

21 Another Teamster Workshop Class Visits
Classes will resume in the fall

24 ACTIVE IBT LOCALS
A look at what's happening in the local unions

2



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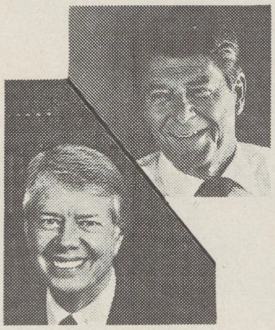

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THIS MONTH:

In this issue of *International Teamster*, we pay tribute to both major political parties, the Republicans and the Democrats. With the Republican convention concluded and the Democrats convening this month, both parties will soon be gearing up for fall and the general elections. See complete coverage inside, starting on page 6.

Editorial material should be addressed to:
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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

TEAMSTERS' GENERAL EXECUTIVE BOARD MEETS

Officers Hear of Deregulation'
Moves to Counter Job Los

THE General Executive Board of the International Brotherhood of Teamsters met in quarterly session last month, devoting its discussions to the depressed national economy, the trucking deregulation bill, and their effects on the Teamster membership.

Teamster General President Frank E. Fitzsimmons led the three-day meeting, held in International Union headquarters in Washington, D.C. early in July.

The GEB meeting convened on the heels of Congressional passage and White House signing of the trucking deregulation bill, amid government reports of growing unemployment, and in an era of continuing double-digit inflation.

Fitzsimmons reiterated his stand against deregulation saying its effect will be negative on shipping efficiency, job opportunities and highway safety. He predicted Congress will be forced to take legislative steps to correct the ills deregulation will create. He indicated that he was pessimistic that much damage will occur before Congress acts.

Discussion of deregulation was coupled with review of area conference freight meetings held prior to the GEB meeting. Those meetings were called by Fitzsimmons to discuss security of jobs and earning opportunities in the freight industry and consideration of the financial posture of companies which provide the jobs and pay the wages and benefits.

Board members reviewed high unemployment in the U.S. auto industry and its adverse effect upon the jobs of Teamsters employed in car-hauling.

Fitzsimmons was highly critical of the U.S. Labor Department and its intepretation and administration of

n's Disastrous Repercussions, Losses in Car-Haul Industry

the 1974 Trade Adjustment Act. That law was passed to lessen the impact on U.S. workers thrown out of work by foreign imports.

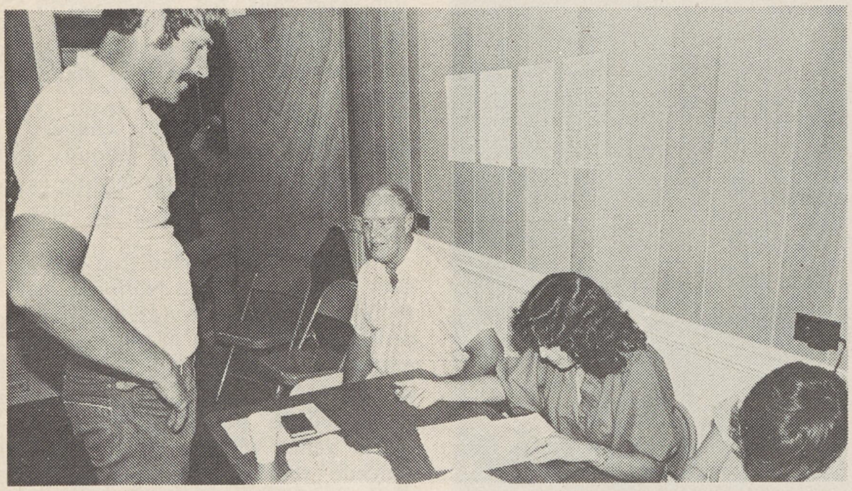
Under Labor Department interpretation and administration of the law, only direct employees of manufacturers are eligible for benefits. The result is that jobless car-haulers are denied benefits because they work for carriers instead of the auto manufacturer.

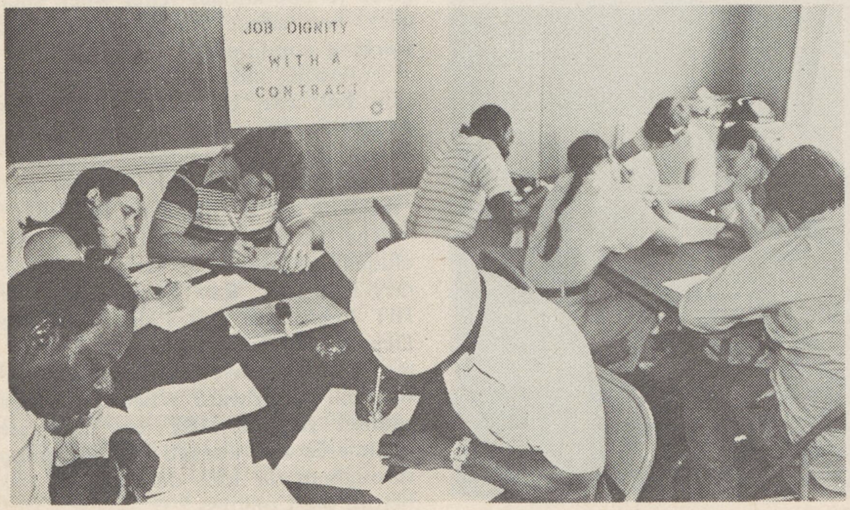
The IBT is calling for changes in the law to correct that inequity and is urging a massive letter-writing campaign to Congress to bring such a change about.

Fitzsimmons reported that the carriers signatory to the National Automobile Transporters Agreement have petitioned the union negotiating committee for economic relief under that contract. The negotiating committee reaffirmed its position that no economic relief will be given, but did concede that consideration will be given to operational relief when such does not affect wages, hours and working conditions.

Following passage of the deregulation bill, two employer associations asked the Union to reopen the National Master Freight Agreement. Fitzsimmons cryptically noted that, "We will not be panicked into that."

The three-day board session included reports from General Secretary-Treasurer Ray Schoessling, the IBT Legislative and Political Affairs Department, and the Legal Department, and a review of the deregulation bill by Edward Wheeler, outside counsel for the IBT on interstate commerce who worked with the union throughout the time deregulation was before the Congress.





TEAMSTERS S

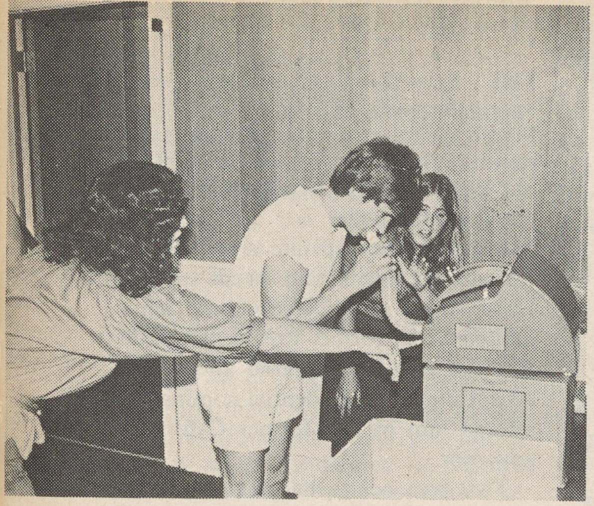
WHEN workers join the Teamsters Union, one of the bonuses that comes with their union cards is the union's commitment to safety and health for all its members, regardless of their jobs.

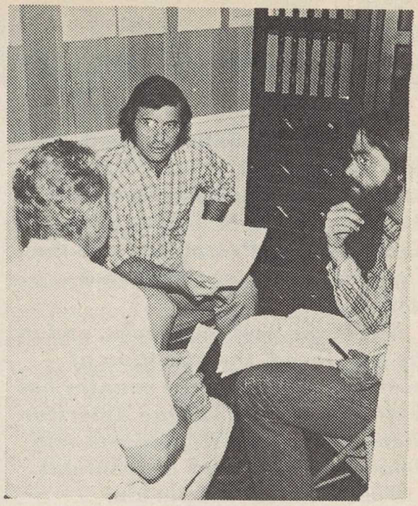
Workers at PPG Industries, Inc., in Lexington, N.C., currently involved in a long battle for representation rights between their employer and Teamster Local 391 over which a nationwide boycott of PPG products is being conducted, found out that this commitment protects them too, even if their first contract hasn't been negotiated yet.

Recently, with an eye toward examining the hazards posed to PPG workers by fiberglass in their workplace, Local 391 invited NCOSH, the North Carolina Occupational Safety and Health project, to conduct a free health screening for PPG employees from the Lexington fiberglass plant, survey their situation and report its findings.

NCOSH is a voluntary, independent group of public health professionals, including doctors, nurses,

With detailed questionnaires, in-depth interviews, high blood pressure screenings, lung function tests and consultations, Teamsters and health professionals sought to discover what hazards, if any, exposure to fiberglass may be posing for PPG employees working in a Lexington, N.C. plant organized by Local 391. Participating were more than 100 of the company's employees.





S STUDY PPG WORKERS' HEALTH

respiratory therapists and health researchers who have expertise in diagnosing occupationally related ailments and have joined together to help industrial workers ensure that their workplaces are safe and healthy.

Also attending the screening clinic to monitor its activities for the Teamsters was Stephen McDougall, the IBT's industrial hygienist. Sitting in on the session, he took notes and noted areas in which possible safety problems could be occurring.

In Lexington, N.C., near the PPG plant, the team interviewed and examined more than 100 PPG employees on a recent weekend.

Workers were asked to fill out indepth questionnaires to provide complete medical histories on themselves. They also were asked many routine occupational screening questions, detailing their work experience, the type of work they did, which departments they worked in, whether they did shift work and related questions.

Each worker then was personally interviewed by a health team member, had his or her blood pressure and lung function tested, and saw a doctor, nurse or physician's assistant to discuss the results of the tests and any health questions individuals had.

What were the screeners looking for? Well, as workers were told, it never hurts to know a little more about how our bodies are functioning, even if we're in good health and exercise regularly.

But, because it is known that many health and safety conditions such as long-term exposure to noise, chemicals, dust, heat, etc., can cause health problems, as can prolonged shift work, and because some of these conditions exist at PPG, it seemed a good idea to ensure that PPG workers weren't encountering problems related to work.

Currently, PPG's records, which are filed with N.C. OSHA and were examined by NCOSH, appear to indicate the company is in compliance with health and safety rules. But since N.C. OSHA has neglected the law in the past and hasn't enforced it effectively, these findings may be questionable.

OSHA's standards for safety in fiberglass work areas also, it was pointed out to workers, aren't as stringent as the standards reported safe by another federal agency, the National Institute for Occupational Safety and Health (NIOSH).

By acquiring in-depth health and work experience histories on PPG employees surveyed, NCOSH can look for ailments that might be affecting all workers as a group or those working in one stage of the fiberglass production process alone.

While the final reports from the screening haven't yet been submitted to Local 391 and the workers, it was evident from interviews with Lexington workers, their health histories and their physical examinations, that many have been experiencing problems long associated with fiberglass work, including skin irritations, problems with their eyes and upper respiratory ailments. This was expected since fiberglass dust floats through the plant where it can be inhaled by workers or can land on their bodies or in work areas with which they come in contact.

Once final conclusions are presented, Local 391 plans, if necessary, to look into the feasibility of having the National Institute for Occupational Safety and Health (NIOSH) survey health hazards at the plant.

If particular health problems are found, PPG workers may need to look for causes and demand solutions from the company, backed by their Teamster local.

It may be that people will decide that more information is needed that only PPG can provide, and that some way must be found to pressure the company for the information.

It may be that health problems are connected with unfair labor practices, and these need to be publicized to build support for the union. The list could go on and on.

"Whatever happens will take a lot of work together to convince a lot of people that they don't have to take whatever working conditions PPG decides to dish out. But isn't working together for your rights what the union's all about?" PPG workers were told at the screening.

Local 391 is committed to safety, and its president is, in fact, safety and health director for the International Union. As other Teamsters already know, "No worker should have to sacrifice his or her health to keep a job," Durham said recently. The Teamsters are intent on making sure no one has to!

ELECTIONS 1980

This fall, in the nation's quadrennial elections, some 13 governorships, 34 Senate seats and 435 House seats will be up for grabs, along with the Presidency and the Vice Presidency of the United States.

But in the past few weeks, and in the few ahead, the attention of most voters around the country has centered on those unique American phenomena—the Republican and Democratic national conventions.

With all their hoopla and pageantry and partisanship, they were the best shows in town for millions of us the week of July 14 in Detroit (the Republicans) and the week of August 11 in New York City (the Democrats).

This year's political campaign process now swings into full gear after perhaps a unique primary season. In 1980, there were more presidential preference primaries than ever before in our country's history (33). Those and countless caucuses and nominating conventions culminated in the 5,324 individuals sent to select the four candidates who will vie for the offices of President and Vice President—1,994 ending up as delegates to the Republican national convention (with 998 needed to nominate), and 3,331 as delegates to the Democratic national convention (with 1,666 needed to nominate).

Preceding those moments on the convention floor, delegates had to make their candidate selections from one of the largest fields of prospects in recollection. No less than 7 candidates were in contention for the Republican spot, some of them starting to campaign as early as 1978, while three candidates were vying for the Democratic nod. All of it made for a cliffhanger set of primaries, in which from week to week the electronic media brought us the candidates' ups and downs.

Politics, as one political analyst pointed out, is a game of winners and losers, in which the only certainty is that the losers will outnumber the winners. So it has always been and so it will be again in 1980. Of the three Democrats and seven Republicans who sought the presidency, nine will wind up losers and only one will be the winner.

Politics is an area of American government offering uniquely exciting, sometimes dramatic, often unexpected developments. It's part of the American heritage of freedom and a symbol of democracy all Americans hold so dear. In few other places around the world are candidates free to run and citizens free to choose those they want to represent them. It's a duty and obligation uniquely ours, and one for which we all need to be grateful to our founding fathers.

REPUBLICANS

THE Republican Convention, convened the week of July 14 in Detroit, Michigan, started out almost as a routine affirmation of candidate Ronald Reagan as the Republicans' nominee for president.

Instead, it turned into a convention cliffhanger. Excitement swept the Joe Louis Arena as speculation and rumor mounted that former President Gerald R. Ford had been offered and would accept the vice presidential nomination offered him by the former California governor.

That was not to be, but only after

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DEMOCRATS

AS THIS issue of *International Teamster* went to press, the Democratic National Convention was preparing to convene in New York City the week of August 11, 1980.

And although the delegates hadn't officially voiced their choices, it appeared likely they would renominate as their candidates the two men who have served in the offices for the past four years—President Jimmy Carter and Vice President Walter Mondale, despite an expected strong challenge

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hours of speculation and intense excitement was it revealed that Ronald Reagan would instead have Republican (and fellow contender for the presidency) George Bush as his running mate in the fall.

Ronald Reagan, now officially the Republican candidate for President in 1980, realized last month in Detroit the fulfillment of a dream he's been pursuing for more than 12 years.

Denied the nomination in 1976 by incumbent President Gerald R. Ford, Reagan and a more conservative party this year made a comeback of staggering proportions, winning most of the primaries around the country against a field of seven candidates to capture the nomination without opposition at the Republican convention last month.

Reagan, at 69 one of the oldest candidates to run for the office of president, is a native of Illinois, former two-term governor of California, and boasts a face made famous by more than 40 years as a celebrity—as a youngster starting out as a sportscaster in Iowa, a movie star for more than 20 years and later as a television personality.

In 1968, Reagan first considered running for President but waited too long, leaving the office to Richard Nixon.

Again in 1976, Reagan ran for the office, hesitated too long, and gave Gerald Ford the time he needed to gather momentum to snare the presidency.

This was not to be the case in 1980. After the 1976 campaign, Reagan never really stopped running. With speeches and appearances since then, he has made the case for Republican conservatism.

Now it's Reagan for President and his vice presidential running mate is one of his 1980 competitors for the office—George Bush, 56, former ambassador to the United Nations, envoy to China and C.I.A. director. With government experience, Eastern roots, a Texas base and a moderate record, he is expected to counterbalance Reagan's conservative stance and help the ticket in key election states such as Texas, New York, Michigan, Ohio and Illinois.

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from presidential contender, Senator Edward Kennedy (D-Mass.) or a surprise challenge from a third compromise candidate.

Carter, a native of Plains, Ga., is a former governor of Georgia and a graduate of the U.S. Naval Academy.

In 1972, Carter decided to run for President. In 1974 he became chairman of the Democratic Campaign Committee, working to support congressional and gubernatorial candidates while building a base for himself. He crisscrossed the fifty states, tirelessly calling for revival and reform and gradually building support.

Throughout, he explained his positions in a soft Southern drawl and faced down with his electric-blue stare the skeptics who mocked his campaign with gibes about "Jimmy who?"

In the spring of 1976 Carter won 19 of the 31 primaries with a broad appeal to conservatives and liberals, black and white, poor and well-to-do.

After a closely fought primary campaign, Carter was nominated at the 3,000-delegate 37th Democratic National Convention at New York's Madison Square Garden, chosen on the first roll-call vote after the convention adopted a platform bearing his imprint. His choice of Sen. Walter F. Mondale of Minnesota as his vice president was endorsed enthusiastically by the convention.

Carter won the Bicentennial year election with a bare electoral majority, 297 to 241, and a popular plurality of 1,743,866.

According to most delegate counts, the President has the delegates it will take to be elected the week of August 11 in New York City, if all goes well. With the presence of independent John B. Anderson on the ballot, however, a crucial question will be whether Carter can carry those states he lost to Kennedy this year during the primaries in the fall against Reagan.

The 1980 campaign will pose some difficulties for President Carter that won't weigh so heavily on Candidate Reagan. Not only will he have to defend his four-year record as President which has included record-level inflation, continuing energy problems, high unemployment, and foreign crises of monumental proportions, including the seizure of American hostages at our embassy in Iran, he will have to prove to the American people that he has the answers for the next four years as well.

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The Granddaddy Of Politics

THE Democratic party traces its roots almost as far back as the Republic itself.

Since being founded by Jefferson and his "Democratic Republicans," in opposition to Alexander Hamilton and the policies of the nation's first political party, the Federalists, the party has undergone changes wrought by Andrew Jackson and his "Democrats," the loss of major constituent groups of the party who've broken away to form other groups including the "national republicans" who eventually under the leadership of Henry Clay formed the "Whig" party, anti-slavery elements who united under the banner of "Free Soilers," and the Republicans, which was formed when the Free Soilers, Whigs and Democrats opposed to the Kansas-Nebraska Act united.

But it was Jefferson who gave the party its ideological direction, envisioning America as a nation of small towns and settlements, of farmers and craftsmen and small businessmen, a society of free men economically independent and politically equal, impeded as little as possible by government with the people making the decisions for themselves, not being ruled by some elite force (as seen by Alexander Hamilton). Simply Anti-Federalists at first the Jeffersonians were called Democratic-Republicans by the late 1790s, a title that was eventually abbreviated to Republicans and later, with the Jacksonian reorganization, to the name "Democrats".

Jackson brought new vision to the party. He gave the "Democrats" nationalism and brought Western interests into the considerations of national policy. His followers worked to achieve broader popular political participation, fought for the secret ballot and abolition of property qualifications for voters and advocated free education and the right of labor to organize. They demanded state regulation of banks and learned to court public opinion and to enforce party discipline to effect changes.

Undoubtedly, the party's bleakest days came during the 1850s and 1860s when the party found itself divided over the question of slavery, even as it was opening its heart to a new wave of immigrants arriving on our shores, among them the Irish, the Germans and other Europeans.

This intra-party division cost the party the 1860 election to Lincoln and control of the White House. Its North-South power axis shattered, its components quarreling bitterly, the party doomed itself to minority status for a quarter of a century, bereft of its Jeffersonian ideals, and with its dedication to human liberty in shreds.

The Democrats' resurgence came in the late 1890s. It was at this time that Grover Cleveland, reform governor of New York, took charge of the presidency, the strongest Democrat to do so since Andrew Jackson half a century earlier.

Of all the presidents to follow Cleveland, perhaps the one who had the greatest impact on Americans was Franklin Roosevelt, four times elected to the office. Roosevelt was to the Democratic party in the 20th century what Jefferson had been in the 19th—the great pathfinder in social, economic and world affairs.

With his triumph over personal disability and his crusades against Depression and Hitlerism, he endowed the Democratic party with a new tradition of courage, innovation and progress.

Roosevelt initiated a wide range of legislation to help America recover from the effects of the Depression.

Other Democratic presidents over the years have included men like James

A Youngster As Parties Go

THE Grand Old Party (GOP), as the Republican Party today is called, traces its history back to 1854 when the party was founded by a group of disenchanted Democrats, Whigs and Free Soilers, who met in a one-room schoolhouse in Ripon, Wisc., to plant the roots of a new political faction—opposed to slavery and dedicated to the rights of "free speech, free press, free men, free labor, free territory and Fremont" (the GOP's first presidential candidate).

Adopting the name "Republicans," the tiny group of farmers, laborers, merchants and professionals quickly grew and in 1860 sent one of its own, Abraham Lincoln, to Washington at the head of the party ticket.

Over the years, the Republicans have sent many other presidents to head our government, including: Andrew Johnson, Ulysses S. Grant, Rutherford B. Hayes, James A. Garfield, Chester A. Arthur, Benjamin Harrison, William McKinley, Theodore Roosevelt, William Howard Taft, Warren G. Harding, Calvin Coolidge, Herbert Hoover, Dwight D. Eisenhower, Richard M. Nixon and Gerald R. Ford.

Over the years, its incumbents also amassed a credible record of accomplishment including resolution of the Civil War and passage of the Emancipation Proclamation abolishing slavery and the purchase of Alaska from Russia, completing the country's continental expansion. As America stepped into the 20th century, Republicans led America in adoption of the gold standard, introduced the "Open Door" policy in China, purchased and resumed construction of the Panama Canal, accepted Teddy Roosevelt's strong stand on conservation and embraced an international posture of America accurately portrayed by Roosevelt's quotation, "Speak softly and carry a big stick."

A Republican Congress, in June, 1919, enacted the 19th amendment to the Constitution, guaranteeing women's suffrage.

During the Roaring Twenties, three successive Republican presidents served the country, while the party held majorities in Congress. But in 1929, the Great Depression struck and America turned to the "New Deal" solutions of Democrat Franklin D. Roosevelt.

The party faltered during the next 20 years—a period that included not only the Great Depression but World War II and discovery of the atom.

The party traces its present resurgence to 1946, when Republicans again won majorities in both the House and Senate for the first time since 1931 and "produced the first balanced federal budget in 17 years."

In 1952, the party elected another president to power—Dwight D. Eisenhower, former Supreme Commander of the Allied Powers in Europe during World War II. Among his credits can be counted his strong measures to enforce the 1954 Supreme Court decision that "separate but equal school accommodations are unconstitutional," his cultivation of amicable relations with Russia, and the beginning of America's space exploration program.

In the 1960s and 1970s, Republicans saw their candidates begin internationally acclaimed relations with mainland China, congratulate the first American to land on the moon, and end United States involvement in the Vietnam War.

They also saw their party dealt a grievous blow with the unfolding of what became known as the "Watergate" scandals.

When, as a result of this situation, President Richard Nixon resigned in 1974, Gerald Ford became president, the first unelected vice president ever to do so.

Ford helped to restore confidence in

C. Buchanan, Woodrow Wilson, Harry S. Truman, John F. Kennedy, Lyndon B. Johnson and Jimmy Carter.

Among the accomplishments the party counts as its own over the years are: the Louisiana Purchase; appropriations for the Lewis and Clark expedition; the Monroe Doctrine; the Missouri Compromise; the Interstate Commerce Act; the Presidential Succession Act; Federal Reserve Act; establishment of the Federal Trade Commission, Clayton Anti-Trust Act ; and the Federal Highway Act. Others include establishment of the Tennessee Valley Authority; National Industrial Recovery Act; Federal Communications Act; National Labor Relations Act; Social Security Act; Rural Electrification Act; the Walsh-Healy Act, requiring government contractors to pay prevailing wages; U.S. Housing Authority Act; Fair Labor Standards Act, setting minimum wages and maximum hours, the Civil Aeronautics Act and the 1958 and 1964 Civil Rights Acts, along with a host of other social, welfare, environmental and health related programs. And Democrats today are still dedicating themselves to Jefferson's early principles of universal liberty, freedom of the mind, equality for all and trust in the people.

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politics and in the integrity of government. He helped heal the divisions in society and made America proud once more.

The country's first appointed President, Ford was denied election to office by a narrow margin in 1976 by Jimmy Carter. But by then, he had successfully rejuvenated the Republican Party and rededicated it to its fundamental principles.

Republicans also were instrumental in creating several new governmental departments, among them the Department of Agriculture, the Bureau of Internal Revenue, the Weather Bureau, the Departments of Justice, Labor and Health, Education and Welfare.

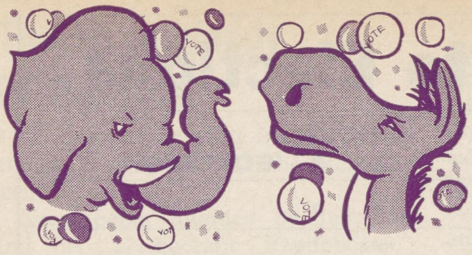
Republicans pride themselves that over the years they have continually rededicated themselves, in good times or bad, to the same goals on which their party was founded: Sound money policies, control over rampant federal spending and federal debt, international stature as a strong America in defense, and persistent belief in individual rights and civil liberties by decreasing the control of the federal government.

In this election year, with former Governor Reagan and George Bush leading the ticket, they are encouraging all Republicans to "Together," make "A New Beginning."

State-by-State Elections

STATE	SENATE	HOUSE D	R	GOVERNOR
Alabama	Donald Stewart (D)	4	3	
Alaska	Mike Gravel (D)	—	1	
Arizona	Barry Goldwater (R)	2	2	
Arkansas	Dale Bumpers (D)	2	2	Bill Clinton (D)
California	Alan Cranston (D)	25	18	
Colorado	Gary Hart (D)	3	2	
Connecticut	Abraham Ribicoff (D) [1]	5	1	
Delaware			1	Pierre S. du Pont IV (R)
Florida	Richard Stone (D)	12	3	
Georgia	Herman Talmadge (D)	9	1	
Hawaii	Daniel K. Inouye (D)	2		
Idaho	Frank Church (D)		2	
Illinois	Adlai Stevenson (D) [1]	10	14	
Indiana	Birch Bayh (D)	7	4	Otis Bowen (R) [2]
Iowa	John Culver (D)	3	3	
Kansas	Robert Dole (R)	1	4	
Kentucky	Wendell Ford (D)	4	3	
Louisiana	Russell B. Long (D)	5	3	
Maine			2	
Maryland	Charles M. Mathias Jr. (R)	6	2	
Massachusetts		10	2	
Michigan		13	6	
Minnesota		4	4	
Mississippi		3	2	
Missouri	Thomas Eagleton (D)	8	2	Joseph Teasdale (D)
Montana		1	1	Thomas L. Judge (D)
Nebraska		1	2	
Nevada	Paul Laxalt (R)	1		
New Hampshire	John Durkin (D)	1	1	Hugh Gallen (D)
New Jersey		10	5	
New Mexico		1	1	
New York	Jacob Javits (R)	26	13	
North Carolina	Robert Morgan (D)	9	2	James B. Hunt Jr. (D)
North Dakota	Milton Young (R) [1]		1	Arthur Link (D)
Ohio	John Glenn (D)	10	13	
Oklahoma	Henry Bellmon (R) [1]	5	1	
Oregon	Robert Packwood (R)	4		
Pennsylvania	Richard Schweiker (R) [1]	15	10	
Rhode Island		2		Joseph Garrahy (D)
South Carolina	Ernest Hollings (D)	4	2	
South Dakota	George McGovern (D)	1	1	
Tennessee		5	3	
Texas		20	4	
Utah	Jake Garn (R)	1	1	Scott Matheson (D)
Vermont	Patrick Leahy (D)		1	Richard Snelling (R)
Virginia		4	6	
Washington	Warren Magnuson (D)	6	1	Dixy Lee Ray (D)
West Virginia		4		John D. Rockefeller IV (D
Wisconsin	Gaylord Nelson (D)	6	3	
Wyoming			1	

1. Retiring.
2. Ineligible to run for reelection.



As the donkey and elephant became accepted symbols of the Democratic and Republican parties, both sides imbued the animals with unique character traits. The Democrats regard the elephant as bungling, stupid, pompous and conservative. Republicans see it as dignified, strong and intelligent.

Republicans regard the donkey, on the other hand, as stubborn, silly and ridiculous. Democrats claim he is humble, homely, smart, courageous and lovable.

THE donkey, symbol of the Democratic party, made its debut in the campaign of 1828 when Andrew Jackson's political opponents labeled him a jackass for his populist views. Jackson turned this argument around, by adopting the donkey as his personal symbol, acknowledging that he was indeed a man of the people and proud of it.

In 1837, the donkey was first used to represent the Democratic party in a political cartoon, in which the still powerful Jackson was shown leading a donkey down a lane, trying to lead it his way.

Credit for the donkey's wide acceptance as the Democrats' symbol goes to Thomas Nast who first used it in a cartoon published in Harpers' Weekly on January 15, 1870.

For interested Democrats it should be noted that the donkey wasn't the only symbol of the party. Between 1844 and 1880, the rooster was actually the party standard-bearer until for an unexplained reason, popular use reverted back to the donkey symbol so recognizable today.

The Republican symbol, the elephant, apparently traces its origin to a November 7, 1874 cartoon introduced by Thomas Nast in Harper's Weekly, portraying an elephant titled 'The Republican Vote' trampling over the problems of the day.

To Vote, You Must Be Registered

State	Primary Dates [1]	Registration Deadline [3]
Alabama	September 2/September 23	August 22/October 24
Alaska	August 26	July 27/October 5
Arizona	September 9	July 21/September 15
Arkansas		October 15
California		October 6
Colorado	September 9	August 8/October 3
Connecticut	September 9	August 26/October 14
Delaware	September 6	August 16/October 18
Florida	September 9/October 7	August 9/October 4
Georgia	August 12/September 2	July 14/October 6
Hawaii	September 20	August 21/October 6
Idaho		October 29
Illinois		October 7
Indiana		October 6
Iowa		October 25
Kansas	August 5	July 15/October 14
Kentucky		October 7
Louisiana	September 20 [2]	August 20/October 4
Maine		[4]
Maryland		October 6
Massachusetts	September 16	August 19/October 7
Michigan	August 5	July 7/October 4
Minnesota	September 9	August 19/October 14
Mississippi		October 5
Missouri	August 5	July 9/October 8
Montana		September 15
Nebraska		October 24
Nevada	September 9	August 9/October 4
New Hampshire	September 9	August 30/October 25
New Jersey		October 6
New Mexico		September 23
New York	September 9	July 11/October 6
North Carolina		October 6
North Dakota	September 2	[5]
Ohio		October 5
Oklahoma	August 26/September 16	August 15/October 24
Oregon		November 4 [6]
Pennsylvania		October 6
Rhode Island	September 9	August 9/October 4
South Carolina		October 5
South Dakota		October 20
Tennessee	August 7	July 8/October 4
Texas		October 5
Utah	September 9	August 26/October 28
Vermont	September 9	August 23/October 18
Virginia		October 4
Washington	September 16	August 16/October 4
West Virginia		October 4
Wisconsin	September 9	August 27/October 22
Wyoming	September 9	August 9/October 4

[1] Where two dates are listed, first is regular primary, and second is runoff primary. Runoffs required in these states when no candidate wins a majority in first primary. If no date is shown, the primary has already been held.

[2] Louisiana primary includes all candidates of both parties. Top two vote getters in each race face each other in the general election, regardless of party. However, a candidate receiving more than 50 percent of the vote in the primary is elected without a general election.

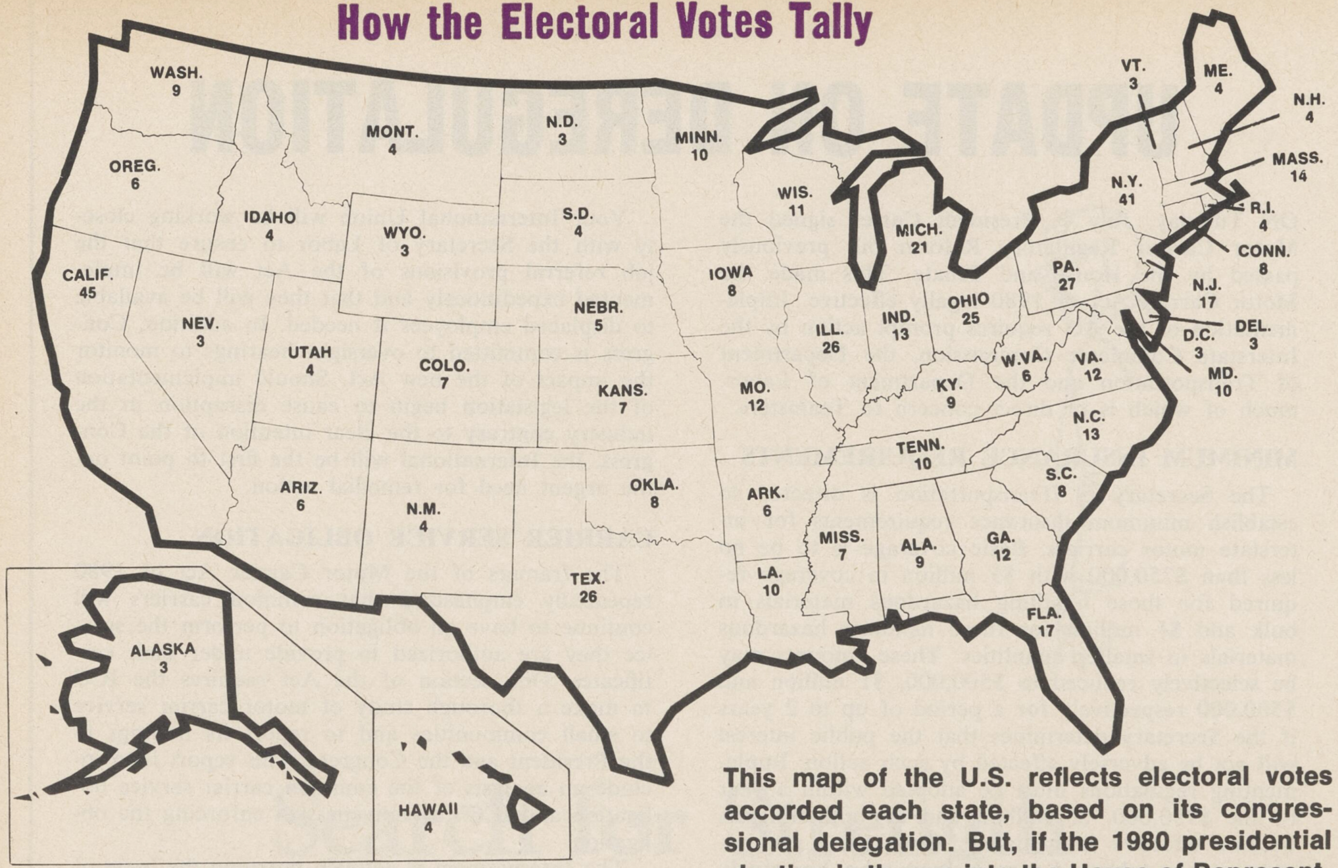
[3] Registration deadline before the slash applies to primary, after the slash to general election. Where only one date is shown, that applies to the deadline for the November 4 general elections.

[4] Registration deadline varies throughout Maine.

[5] No voter registration in North Dakota.

[6] In Oregon, for new voters registration is allowed through election day.

How the Electoral Votes Tally



This map of the U.S. reflects electoral votes accorded each state, based on its congressional delegation. But, if the 1980 presidential election is thrown into the House of Representatives, each state's delegation would have only one vote regardless of size.

What if . . .

WITH independent candidate John Anderson on the Election 1980 scene, the race for the presidency could become a tightly contested race and be decided by the Electoral College or the House of Representatives.

In the normal electoral process, each state is entitled to as many "electors" as it has representatives in the House and Senate; in addition, the District of Columbia chooses three electors, for a total of 538 in the electoral college. A candidate needs a bare majority, or 270 votes, to win the presidency.

Under the Constitution, each state can set its own means for choosing electors, and most states leave the choice up to the political parties. Each party designates a "slate" of electors before the presidential election; and if say, the Democratic candidate carries the state, the Democratic electors are automatically elected.

On the first Monday after the second Wednesday of December in each election year, the electors in each state meet at each state capitol to cast the votes that formally choose the president. The electoral votes are then forwarded to Washington where they are publicly counted before a joint session of Congress and the winner is officially determined.

Things usually work without a hitch as long as there is a clear winner of a popular vote majority and as long as the electoral college vote duplicates the popular vote total in each state.

Should Anderson and the likely major-party candidates, Jimmy Carter and Ronald Reagan, split victories in the 50 states (if Anderson, for example, were to win a popular vote plurality in one big state like New York, with Carter and Reagan splitting the others about evenly) the nation could wake up the morning after the election without knowing who the president was. In that instance either major candidate would be 41 short of the needed majority of 270 electoral votes out of the 538 members of the Electoral College to win.

Another hitch is that there is no federal law binding the presidential electors to vote in accordance with the popular vote in their states, and only a few states impose such restrictions, so electors conceivably could vote for anybody—even a candidate who appeared on no ballot. And it is possible, if the popular election left nobody with an electoral majority, that electors would not agree on any of the three major candidates or a fourth compromise choice.

But if electors stuck with tradition and followed the popular votes in their respective states, nobody would get an electoral majority. Then the choice of the president would go to the House of Representatives.

Should that occur, the newly elected House of Representatives would meet immediately, in accordance with Article XII of the Constitution, to choose a president from among the top three vote-getters and the new Senate would convene to elect a vice president from among the top two running mates for that post.

Voting in the House would be by state, with each given one vote. If a state's delegation in the House could not agree, the state would lose its vote. A president would be selected only when one candidate won a majority of the states casting votes.

If no candidate gets the necessary majority on the first House vote, the members try again, ballot after ballot, until somebody does (in 1800, it took 36 ballots). And if no majority emerges before Jan. 20, 1981, when the new president is to be inaugurated, the 12th Amendment takes care of that possibility, too.

At the same time the House is voting for president, the 100-member Senate would convene to elect the new vice president. Each senator would get one vote, and it would take 51 votes to choose a vice president. If a new vice president were chosen while the House was still battling over the president, the vice president would become acting president.

UPDATE ON DEREGULATION

ON Tuesday, July 1, President Carter signed the Motor Carrier Regulatory Reform bill previously passed by the House and Senate. This made the Motor Carrier Act of 1980 legally effective. Implementation of the Act requires prompt action by the Interstate Commerce Commission, the Department of Transportation and the Department of Labor, much of which is of direct concern to Teamsters.

MINIMUM INSURANCE REQUIREMENTS

The Secretary of Transportation is directed to establish minimum insurance requirements for interstate motor carriers. Basic coverage is to be no less than $750,000 with $5 million in coverage required for those handling hazardous materials in bulk and $1 million for those handling hazardous materials in smaller quantities. These amounts may be selectively reduced to $500,000, $1 million and $500,000 respectively for a period of up to 2 years if the Secretary determines that the public interest will not be adversely affected by such action. Implementing regulations must be adopted within a year or the $750,000, $5 million and $1 million levels become effective immediately. Once these requirements are established, any person who knowingly violates the regulations will be liable for a severe penalty of up to $10,000 for each violation.

On your behalf, General President Frank Fitzsimmons has written to Secretary of Transportation Goldschmidt urging that interim regulations be issued to make the insurance provisions of the Motor Carrier Act of 1980 effective immediately as a necessary measure in the interest of safety. He also urged DOT to step up its safety enforcement program and pledged the full cooperation of the International Union to ensure that the additional competition encouraged by other provisions in the Motor Carrier Act will not be achieved at the expense of increased accidents and loss of life on our highways.

JOB PROTECTION

Your International Union worked diligently in support of inclusion of a comprehensive job protection provision in the Motor Carrier Act of 1980. Despite the best efforts of all concerned, that measure was not included in the Act. However, the Congressmen in charge of the legislation made it very clear that they expected the Interstate Commerce Commission to administer the Act so as not to cause disruption in the motor carrier industry and loss of jobs. As a protective measure, Congress did require the Secretary of Labor to establish, maintain and publish a comprehensive list of jobs available within the motor carrier industry. In addition to publishing the list, the Secretary of Labor is required to assist individuals previously employed by a regulated carrier in finding other employment.

Your International Union will be working closely with the Secretary of Labor to ensure that the job referral provisions of the Act will be implemented expeditiously and that they will be available to displaced employees if needed. In addition, Congress is committed to oversight hearings to monitor the impact of the new Act. Should implementation of the legislation begin to cause disruption in the industry contrary to the clear intention of the Congress, the International will be the first to point out the urgent need for remedial action.

CARRIER SERVICE OBLIGATION

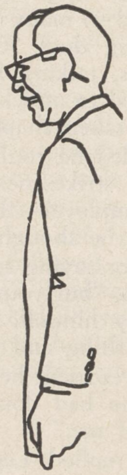
The framers of the Motor Carrier Act of 1980 repeatedly emphasized that common carriers will continue to have an obligation to perform the service they are authorized to provide under their certificates. One section of the Act requires the ICC to make a thorough study of motor carrier service to small communities and to report its findings to the President and the Congress. This report is to include an analysis of the common carrier service obligation and ICC's effectiveness in enforcing the obligation.

The International is actively pursuing the issue of common carrier service obligation in the *Akers* and *Ringsby* cases which are now pending before the Commission. Both of these carriers decided to shun most of their service obligations and to turn their backs on loyal employees in a callous effort to maximize their profits. A definitive statement from the Commission concerning the actions of both of these carriers is expected in the near future.

CARRIER RATES

The Commission is required by the new Act to authorize motor carriers to achieve revenues adequate to cover operating expenses and allow for a reasonable profit. Your International Union is actively participating in a major proceeding before the Commission which concerns the revenue needs of the motor carrier industry. In addition to pointing to the requirements of the Act, the International is emphasizing that the industry's revenue must be sufficient to enable union carriers to maintain safe and stable operating conditions and to provide fair wages and adequate working conditions for their employees.

The Motor Carrier Act of 1980 does contain a number of changes which will impact significantly on the future of the motor carrier industry and the employees who are the backbone of the essential transportation service that is so important to this nation. It is important that all of us who are directly concerned with the industry and its future be particularly alert that these changes are not accomplished in a manner which would be harmful to the industry that employs our members.



Search for Strength

A MISTY CLOUD shrouded Montreal's Mount Royal that morning in November, 1965. Maurice Legault was much aware of the 800-foot mountain wreathed in haze as he drove his car through the blue-collar district.

Legault, like most people, found himself influenced by the bread-shaped hill that dominated the Quebec city. For the moment, Mount Royal appeared more tearful than gloomy. The eight o'clock sun was beginning to burn away the tears. Soon the mountain would be cheery in the sunlight.

Maurice was distributing strike benefits. Most of the strikers were on the picketline at Coca-Cola's St. James plant in Montreal. A couple of men were ill, however. Legault was taking the cash to their homes.

The walkout at the bottling plant was two months old. Legault, a wiry and gentle man 52 years old, captained the picketline. He also performed many of the other chores of leadership. Yet he remained a man of doubt; he had been searching for union strength nearly 15 years. He did not know he was still years away from finding the Teamsters Union.

Meanwhile, the quest often was discouraging. There was the time when Maurice Legault thought he reached his goal in 1951. That was the year he joined the Congress of Labour of Canada, better known as the "CTC."

It took Legault 18 months to persuade the other production workers and truck drivers at the Coke plant to join the CTC. Finally, the CTC was recognized by the government as the workers' representative following an election in 1953.

But the bargaining unit fell apart. The company, taking advantage of loopholes in Quebec's provincial law, played the drivers against the inside employees. The divisive strategy succeeded. The bargaining unit died an unnatural death although some of the Coca-Cola employees remained members of the CTC.

Maurice Legault resumed his search for meaningful unionism. He traveled Montreal and its environs many times over. It took another 10 years to find the AFL-CIO Brewery Workers Union, to introduce his coworkers to it, to dump the CTC and form a new union.

Now, the first crack out of the box, they were in a strike.

THE HOUSE was a workingman's house. Badly located, it betrayed unkempt age and smelled of poverty. Maurice Legault knocked on the door. A woman finally opened the door and, at Legault's request, called to her husband. She neglected to invite Legault into the home.

The husband, appearing peaked from flu, came and stood in the doorway with his wife. They were in their mid-twenties and obviously suffering budget problems after eight weeks of strike.

When Legault handed over the small amount of cash, the woman showed displeasure in her voice even as she took the money quickly. She said, "My husband—he should never have signed in the union without asking me."

The remark stunned Maurice Legault. Nobody wanted the strike but the men were forced into it. The company was trying to kill the union again. It was a do-or-die situation. The men had to hold together. Legault had worked so many years for some kind of union success—collecting dues 50 cents at a time, knocking on strange doors, talking for hours. He resented anything that seemed to attack his baby of union solidarity that had finally taken shape.

Maurice decided he could not let the attack pass unchallenged. If a strike meant confrontation with wives as well as the employer—then so be it. But he must be gentle. Be kind, he thought, be firm.

"Pardon me for saying so," he smiled and spoke softly to the woman, "but your husband had to choose and do something by himself. He has to make a man of himself on this thing and take his responsibility."

The woman crossed her arms and pouted. "Well, when he said he had done it, all I said was that he should have told me."

"Of course," replied Legault. "You're his wife. But he's the man that brings home the bacon. You really don't have anything to say." Legault glanced at the ill striker and was pleased to read in the man's face that he was on the right track.

The woman's pout softened. "He should have told me, that's all."

Maurice Legault nodded understandingly and said: "For once, he made a good move. You should be proud and thank him for it. Until now, he's been nothing—like the rest of us. Now he can do something. Now he can control his working life. You should encourage him."

Legault departed from the house hoping he had said the right thing.

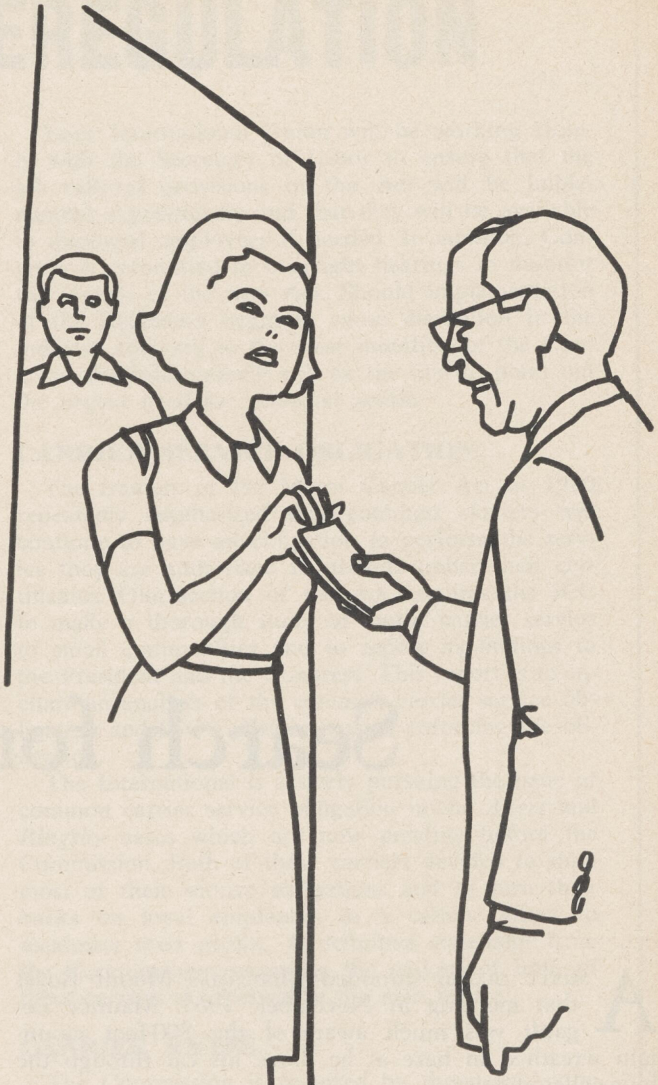
CHRISTMAS CAME AND WENT and the strike continued into 1966 at the Coca-Cola plant. The harsh winter frequently decimated the pickets but the line remained intact. Months passed. Gradually Coca-Cola felt the pressure and began to cave in.

In April, 1966—after seven months of strike—the bottling company signed a contract with the fledgling union. It wasn't the greatest collective bargaining agreement in the world, but it was legal and brought gains to the men.

Maurice Legault was elected secretary of the new union. He and other soft drink and brewery workers began trying to organize similar plants elsewhere in the Province of Quebec. They also initiated campaigns at Pepsi-Cola bottling plants with the aim of gaining more strength. There were some victories. There were some defeats.

Following a union meeting a couple of years later, Legault again met the workman who had been ill during the crucial strike. The man's wife was with him. The couple looked more prosperous. There was a special change in the man, Legault thought, who no longer seemed hen-pecked.

The woman, once angered about the strike, now was friendly to Legault. She said: "Thanks for what you told me once. I know now that what you said was true.



My husband takes responsibility now that he wasn't taking before."

Legault was curious. He asked, "In what way?"

"Now he's more serious," replied the housewife. "When he's got a responsibility now, he handles it."

"If you look back on it," Legault ventured, "maybe it was a situation like this. For the first time in his married life, your husband had a decision to make that he knew only he could make. So he made it."

"Maybe that's what it was." The woman smiled. "I'm not sorry."

YEARS PASSED and Maurice Legault, along with other leaders, realized the Quebec bottling unions were standing still. Their strength was illusory; the locals were weakened because they were scattered in small units across the Province. Their activities lacked coordination.

Simultaneously, there was good news from the United States. The Teamsters Union Brewery and Soft Drink Conference was scoring great successes south of the border. The Teamsters coordinated their programs like a single unit despite geographic shortcomings.

So it was that Canadian delegates representing workers in breweries and bottling plants were part of an historic convention in Cincinnati, Ohio, in 1973 when the 40,000-member Brewery Workers Union formally merged with the International Brotherhood of Teamsters.

Maurice Legault was elated. This was the case even though his and dozens of other small unions were consolidated into one Quebec affiliate: Teamster Local 1999 with headquarters in Montreal. The change transformed Legault to a rank-and-file member again. He did not mind. He had suffered a heart attack and, at the age of 59, was weary from the years of union work.

Their new Teamster affiliation brought the Canadians an immediate improvement in their collective bargaining strength. As Legault told a friend years later:

"The first Teamster contract that followed the merger was the best so far for the Coca-Cola men. As soon as we joined the Teamsters, it was quite different at the bargaining table in negotiations. Management wasn't scared—no. But they showed that they felt we were now in a good organization and they respected us more than ever."

Maurice Legault spoke from the experience of having been a member of the first negotiating committee. He continued: "The management took us more seriously than they did in the past. Since then, the negotiations have become more smooth and flexible. The relationship between the union and the company has become better than ever. They now talk with each other on problems without going to court. They try to reach agreement. They maintain a good relationship."

When Legault saw the gains from Teamsterism, he told Berthe, his wife: "Once you really win, and see that you can win, it is a great encouragement."

WHAT GIVES A MAN the stamina to struggle unceasingly more than 30 years to achieve a dream that, for all he knows, may be impossible? There are a lot of men like Maurice Legault, born at Laprairie, Quebec, in 1914.

He finished eight grades in school and then went to work in a brickyard at Laprairie at the age of 15. There were 11 brothers and sisters and the family needed more finances. Maurice labored on the mud machine where he loaded pre-shaped clay upon small wooden trucks that were wheeled to the baking kiln. It was hard work.

The brick company failed in 1930 when the Great Depression struck Canada as fiercely as the United States. In the next five years, Maurice worked at anything he could find, including lumbering in the bush. In 1935, he got a job at the Paquette Foundry in Laprairie. Four years later, he married and finally moved to Montreal where he was hired by Coca-Cola in 1941.

Legault labored as a shipper most of the years at Coke. The St. James plant employed 500 men and supplied the syrup for 42 other bottling companies in Quebec. The syrup drums, made of wood, weighed 500 pounds. In later years, the drums were made of steel and were more manageable.

Maurice weighed only about 140 pounds when he first went to work at Coca-Cola. He soon realized that a man selling his labor had perhaps only so many years to keep even with the work. Job security and higher pay were desirable. He and another employee began to talk union. They were scared because they had no support; Quebec law provided no protections for union agitators.

They kept talking anyway. There was a period when Legault, to try and improve himself, went to night school to study English as a supplement to his native French language. He needed to be able to communicate with everybody, he realized, to become truly effective.

Meanwhile, Maurice and his wife managed to buy a house. In the years that followed, they raised two sons and two daughters. By 1979 when he retired from Coca-Cola where he had worked 38 years, Legault was earning in a week what it once had taken a month to earn before the big strike. Teamster contracts accounted for most of the gain.

* * *

PEOPLE WHO KNOW Maurice Legault say that he is an uncommon man. Retirement has not changed him. His French heritage has always enabled him to exercise sobriety as well as gaiety at the appropriate time. His shoulder can shrug eloquently.

Even though Legault and his wife have four grandchildren, both continue greatly to enjoy parties and dancing. With age, Maurice has gone to 175 pounds while retaining a youthful and vigorous air. He is a baseball fan. He is proof of his belief that "hard work doesn't kill so long as you take it with a certain philosophy."

Maurice does not say so but certainly he regrets that his union endeavors are in the past. He said recently:

"It's a great feeling to sit across the table from the company and be able to discuss with it what you want to—eye to eye. I'd like to have 20 years less than what I have right now. With all the experience I have, I would try much harder to teach people they need each other. I need you and you need me."

This attitude is the key to the strongbox of Legault's heart. He extends the philosophy: "Many people have different ideas than others. If a man thinks that he wants to live by himself, he will be always alone. You have to share what you have with others if you want to learn something in this world."

Although he was an active Teamsters Union member only six years, Maurice Legault feels he was a part of a more complete union organization than he ever hoped to find:

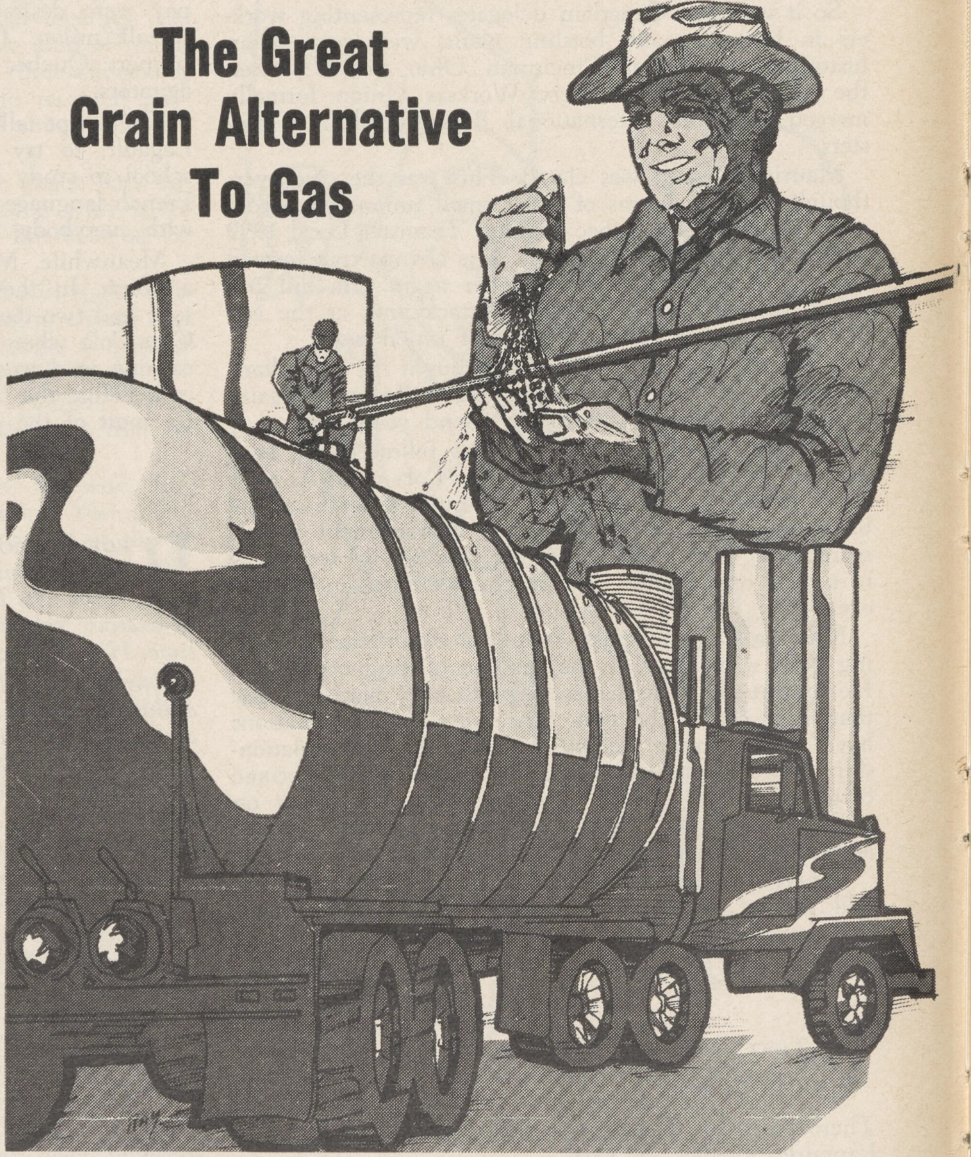
"Joining the Teamsters was the most important move I ever made. This was the best move for all our members of Local 1999. I was very pleased to belong to a group with strength. If we needed something, or wanted something, or required help—we now had it!"

Of unionism in general, Legault offers advice for younger workers:

"Those who are not in unions, they should think twice. They should join a union and go out for better incomes and better living standards for their families. This is the best move a man can make."

GASOHOL

The Great Grain Alternative To Gas



WHEN HENRY FORD began mass producing automobiles, he unloosed a cheap means of transportation for citizens of a large country and freed them to travel, a freedom which has become a love affair—the American for his car.

In the late 1920s, Ford introduced his Model "A," designed to run on either gasoline or alcohol. The manufacturer reasoned that when a motorist left the city, he would be away from gas pumps but alcohol would be available from the nation's stills. So, technology to run cars on home-grown fuel has been around for more than 60 years.

For many years, nations without domestic supplies of oil from which to distill gasoline have powered vehicles on alcohol, including vehicles manufactured by Studebaker, Chrysler, and International Harvester. Ford, GM, and Volkswagen currently export nearly a quarter of a million vehicles to Brazil, a country which plans to convert 75 percent of its vehicles to pure alcohol or gasohol by 1985.

During World War II, the U.S. powered its torpedoes with alcohol. Hitler ran much of his war machine on alcohol. The Japanese put their war planes in the air with alcohol.

That was nearly 40 years ago, but today, except for a sprinkling of service stations retailing gasohol (a 90-10 percent mixture of gasoline and alcohol), this country still depends upon the politically unstable Middle East for its basic supply of crude oil, and even as energy starved as we are, we have not scratched the surface in using a renewable, home-grown source of motor fuel. The price at the pump for gasoline approaches $1.50 a gallon, draining family budgets. The foreign import of crude from OPEC daily drains the U.S. of dollars, and almost weekly one of the OPEC nations announces another price increase for crude oil.

The Carter Administration, which declared that energy independence was the "moral equivalent of war," ignores alcohol either as a short-term or long-haul answer to the energy problem. When he announced the Russian grain embargo, Carter reasoned that the excess grain could be used to produce gasohol. We haven't heard much from the White House since that pronouncement.

And, the cruel fact is that if all American cars were run on gasohol, we could decrease our dependence on OPEC crude by 10 percent of that oil which is distilled into gasoline. That would be a long step toward negating our dependence on OPEC oil, would partially stem the flow of U.S. dollars to the Middle East, and would aid in the battle against domestic inflation.

Some very suspicious facts arise when one looks at the possibility of using alcohol as a means of withdrawal from the addiction to gasoline.

Ironically, base resources for producing alcohol are renewable annually, unlike world crude oil which experts estimate will be exhausted in the next 30 to 35 years.

Alcohol for motor fuel can be produced from anything containing natural sugar and carbohydrates when they are fermented.

Such things as grain, grass clippings, corn stalks, potato peelings, garbage, cellulose, sewage, urban waste, agricultural residues, paper pulp, cheese whey, wood slash, and coal (menthol alcohol for use as pure fuel) all are renewable. Others in this category are cassava, the Eucalyptus tree, sugar beets, sugar cane, sweet sorghum and even the little known Jerusalem artichoke which formerly was considered only good for feeding to hogs and which grows well on marginal land.

Not only are the sources for producing alcohol renewable and many but also technology for doing so is in place and has been since moonshiners set up stills in the hills to hide from revenuers.

The most startling breakthroughs in production of alcohol have not come from the big energy companies which see dwindling profits if alcohol makes inroads on sales of gasoline. They have come from small entrepreneurs.

One of the most startling of these was made by a man named Guy Crombe, who built a solar distillery for about $20. He began producing alcohol fuel on his farm in Western Minnesota from corn. Crombe was not in business for long the first time, as he was visited by agents of the Bureau of Alcohol, Tobacco and Firearms. They confiscated his four-by-eight foot solar panel still, even though Crombe was not producing alcohol for human consumption.

It took some doing, but attacking the bureaucracy from the local level up to Washington, D.C., Crombe made his point, and the Internal Revenue Service has eased its restrictions on permits for experimental stills to produce alcohol for fuel. Crombe had another solar still built and in operation within a week after the agents made off with his first one.

But Crombe does not have a monopoly on American ingenuity. Pennsylvania farmer and dairyman Richard Waybright has made a thick plastic cover over a cow manure digester. The bag bulges under pressure from biogas generated by bacteria that ferment waste from his dairy barns. From the digester, the gas flows into a diesel engine that runs a generator providing his dairy farm with much of its electricity needs at half the cost he pays for commercial power. Waybright estimates the system will pay for itself in a few years.

Jim and Mary Montgomery operate a still which produces corn alcohol financed directly by a loan from the U.S. Department of Agriculture. They use the ethanol in their tractor. They and a mechanic-turned-farmer, James Rosenbert, modified the carburetor on the Montgomery gasoline-burning International Harvester 806 tractor to use ethanol as its main fuel. Previously, with gasoline fuel, they got 85 horsepower out of the tractor which is rated at 93. They used a dynamometer for testing and tuned the engine as best they could. On ethanol, the tractor registers 98 horsepower.

They report the engine runs cooler, that the tractor functions best on about 170-proof ethanol. Using an up-draft Holly universal carburetor, they also fixed Rosenbert's four-wheel drive Ford Pickup to run on ethanol. They had to change the timing on the pickup, but not on the tractor.

Those examples are only a minute glance at the many experimental projects underway by small entrepreneurs who are tired of waiting for big energy companies to turn to alcohol. The Bureau of Alcohol, Tobacco, and Firearms in the last year has received nearly 6,000 applications for permits to build fuel producing stills.

But, there are road blocks. In addition to the Big Energy Companies and a lethargic Federal government, there are other powerful forces inhibiting the turn to alcohol as an alternative fuel. Big utilities, for example, foresee the days when small communities will produce alcohol from urban waste. And, those who rightly concern themselves with world food supplies, forewarn that using grains to produce alcohol will further restrict the world's food supply.

Others, like the Gasohol Study Group of the Research Advisory Board of the Department of Energy, issue negative reports on alcohol as an alternative fuel. This can mainly be discounted, since among its members were two "experts" with definite ties to Mobil Oil which is heavily invested in developing a manufacturing plant to produce gas from coal.

In essence, the research group from DOE said that fuel from ethanol production is inconsequential, threatening to the environment and food supply, is economically questionable, and not likely to save much from imported oil.

There is logical rebuttal to the warning that using grain to produce fuel will threaten food supplies. Waste from grain to produce alcohol actually makes better cattle feed than does the whole grain. Only the natural sugar and carbohydrates are removed. In the starving nations of the world, the greatest need is for protein. The high protein waste from grain production of alcohol could be used as a high protein food supplement for the hungry of the world. It is easily dried and processed into dry powder, using less space and costing less to ship.

There are social benefits to be derived from alcohol production. Urban areas are running out of landfill sites, timber wastes are burned on site in our forests or dumped into our rivers, and agricultural wastes are poorly utilized. It is logical to assume that alcohol fuels produced from these sources may be able to play a part in the solution of other pressing national problems, in addition to bolstering our energy supply.

Contaminated grain, whey from cheese making, infected crops, spoilage of much of what we grow, if used to produce alcohol, would provide hard-pressed farmers with alternative sources of income.

And, if the U.S. were able to convert 80 percent of its existing wastes and renewable resources into production of alcohol for fuel, it would be able to meet 70 percent of its imported petroleum needs with alcohol or methane fuels.

There are many claims that gasohol, for example, is a superior fuel to gasoline. While they are claims of interested groups, they stand well as there seem to be no serious disclaimers. The claims are:

- That 10 percent of alcohol mixed with gasoline raises octane three or four points. The higher octane reduces or eliminates engine knock and ping. Gasohol's higher octane also cuts engine dieseling and 'run back.'
- Alcohol in gasohol is a deicer and prevents freeze-ups in cold winter driving. It is less expensive than commercial deicers.
- Tests show that after 15,000 miles of driving on gasohol, spark plugs show little or no wear.
- No modifications or adjustments need be made to run on gasohol.
- Gasohol acts as a solvent—a cleaner—in the car's engine. This will cut engine dirt and deposits.
- Gasohol burns cleaner than gasoline and more thoroughly. It will actually burn off some deposits that may have accumulated in the car engine.
- Sound energy policy dictates that producing alternative fuels must not consume more energy than it makes. A table from the DOT shows that there is a net gain of five percent when making alcohol from corn; 143 percent from sugar cane; 16 percent from cassava; and 89-100 percent from sweet sorghum.

Gasoline is a glut on the market now, but prices continue to soar. Long lines have disappeared from the pumps. Politicians are on the stump seeking reelection. Big oil companies are reaping profits of more than 100 percent over corresponding fiscal quarters a year ago. So, the consumer is out in the fuel jungle alone, paying through the nose.

Yet, out in the grain fields of America, in city dumps, on dairy farms, in the forests and in garbage cans, a renewable source of energy abounds, and this country isn't doing much about it. It seems such a national shame and such an economic waste.

The C
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More than courage a
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IF THERE is one thing bugging Americans today more than any other, it has to be money and the state of our national economy.

Bargains in the grocery basket are almost nonexistent today. Housing prices are astronomical (if you can afford the mortgage interest rate to buy one). People are losing their jobs left and right as automotive manufacturers and other industries scale down their operations. Getting to work costs more each month, even while stations and refiners are glutted with gas.

And while the government debate rages from month to month on when the latest recession will bottom out or how high inflation will go, the rest of us are left wondering how we're going to make it from one payday to the next, some perhaps for the first time in our lives.

With this in mind, a crash course in money management probably isn't a bad idea.

WHERE YOU ARE

Budgeting involves more than watching your paychecks come in and the dollars flow out. It involves sitting down, with paper and pencil, and determining first where your dollars are going, and second, how your spending can be adjusted to meet your commitments, plan for future expenses and make you more comfortable with your monthly payments.

To begin budgeting, you first must estimate your family's income. To plan wisely, you'll need to know how much money you have to spend.

Estimated Income for_____

Item	Amount
Wage or salary of—	
Husband	$________
Wife	________
Net profit from business, farm, or profession . .	________
Interest, dividends	________
Pension, Social Security	________
Other	________
Total	$________

Budgets can encompass any period from a month to 12 months, but for your first budget you may want to set up a three-month plan. After you see how your plan works, you can revise it to cover a longer period.

Write down all funds that you expect to receive during the planning period, including wages, salaries, Social Security or pension benefits, any interest on savings or bonds, rents or money from other sources.

After you've figured out how much your income will be for the planning period, it's time to estimate your expenses.

If you have records of family spending, say from last year's taxes, they can serve as the basis for your budget. All you need to do is list expenses that your family had, with the amount you spent for each item, including fixed payments, contributions and other predictable expenses.

If you have no records, estimate approximately what you spent for groceries, house, car and installment payments, life insurance, recreation, clothing and other expenses. Checkbook stubs, receipts and old bills may help remind you of these costs.

Great
Budget
ing Act

and a tightrope,
sharp pencils
determination

WHERE YOU'RE GOING

With past spending to use as a guide, you can decide where your money should go from month to month, and plan ahead for these expenses. For this you will need a record book in which to keep track of your expenses. (Drug, variety and stationery stores sell them, but a looseleaf notebook will work just as well.) You'll also need a plan for spending, contingency plans for emergencies and long-term goals such as a house or college education for the kids, and the desire to live within your budget (even if that means postponing the purchase of something you really want or need until later).

A simple budget can help you set priorities in your spending and differentiate between those needs and wants.

As you begin, realize that some of your expenses are fixed, and you have little or no control over how large or small they will be. These include your mortgage or rent; installment debts already incurred such as an auto or student loans, and insurance premiums for life, auto, homeowners and health plans.

Your Budget Goal: Staying in the Black

Budget plan

Income		Projected	Month Actual	Difference
Take-home pay				
Other				
Total				
Fixed Expenditures				
Mortgage or rent				
Taxes not withheld				
Installment debts				
Auto				
Other				
Insurance Premiums				
Life				
Auto				
Homeowners				
Health and Other				
Savings, investments, Emergency Fund				
Total				
Variable Expenditures				
Food				
Utilities				
Gas or oil				
Electricity				
Telephone				
Water/Sewer				
Household operation/maintenance				
Automobile upkeep, gas, oil				
Public transportation/carpool/tolls				
Clothing				
Mom				
Dad				
Kids				
Cleaning				
Pocket Money				
Mom				
Dad				
Kids				
Personal care				
Recreation/entertainment				
Medical/dental				
Charity/Church				
Special Expenses				
Fixed expense total				
Variable expense total				
Total expenditures				
Difference in income and expenses				

Detailed Plan for Set-Asides for Emergencies and Future Goals

Type of fund	Probable total cost	Date desired	Amount to set aside this year	Amount to set aside per month
Emergency	$		$	$
Education				
Home or business[1]				
Home improvement				
Major equipment				
Retirement				
Other goals				
Total	$	xxxxxxxxxxx	$	$

[1] This fund might include money you set aside to make a down payment, or money (in addition to fixed mortgage payments) you set aside to reduce remaining interest and principal cost.

Savings and investment funds also should fall in this category, since you're less likely to cheat yourself if they do.

Costs for other budget items will change month-to-month; they are variable expenses, such as for food, clothing and transportation, and over them, you have some control. Attention to these may reveal budget leaks or potential problem areas in your money handling. They'll also be the areas where it will be easiest to cut down if you need to economize.

If you have debts or past-due bills, you will want to plan your budget so you can clear them up.

Work out a practical, systematic plan to repay your debts. Begin immediately to earmark at least a small amount for debt payment every payday. Enter the debt payment on your spending plan. If your debt payments are out of control, you might want to consult a reputable credit counseling firm for help in consolidating them.

Use your records to estimate how much to spend on food, clothing, transportation, and other budget categories. You may decide to spend more on some categories and adjust your plan accordingly.

Some large expenses occur seasonally. These include taxes on real estate, personal property, and income; school books and supplies; and travel. Other expenses might be car license plates, medical checkups, or Christmas gifts. Perhaps you want a season ticket to baseball games or a concert series. Most of these expenses can be anticipated.

By setting aside a definite amount each month, you spread the cost and have money to meet such expenses when they are due. For example: If you put aside $30 each month earmarked for real estate taxes, in a year you will have $360 to pay your tax assessment.

Using a form such as the one provided here will not only allow you to plan from month to month, but to see where your estimates and actual spending are drifting apart.

SET GOALS

Anyone on a budget needs a goal —something to keep the family watching its pennies, even when it's tough or an unexpected expense throws your plans temporarily off the track.

What are your financial goals? If you don't know, write down your needs and wants. Then determine if they are short-term or long-term needs. Can any be deferred to a later time? This will help you rank the priority each should receive.

If you'd like to take a trip but your car is in need of extensive repairs, the car probably takes priority.

Setting a financial timetable can help, too. Let's say you know you need a new car by September. Make a formal commitment to yourself. Write yourself a note: "Need $1,000 for down payment by September." Knowing the need will help you accumulate the cash before the day your car makes its last run.

At the end of each budget period, assess how you've done.

If your recent income and expenditures balanced, you've probably been doing a pretty good job of keeping track of your dollars. If what you planned to spend comes close to what you actually spent, were you satisfied with the results?

If income exceeded expenses, you may not have kept accurate records or recorded all your expenses. If you spent differently than you planned, why? Did you buy something you didn't plan for? Did you or your spouse fall down in keeping records?

If your expenses exceed your income, reevaluate your plan. Adjust the budget. Can you reduce expenses? Can you postpone or drop some items?

Consider ways you can trim expenses. As a family project, ask members to suggest economies they are willing to accept.

Scan your regular expenses critically. If you do not have enough money for your family's day-to-day needs, you may want to reduce or eliminate installment payments and other fixed obligations. Perhaps your family should also consider converting endowment to a cheaper form of insurance, or moving to a less expensive home. You might exchange a large car for a smaller one that costs less to operate—or even go without a car until you "catch up."

If you are unable to balance your budget by cutting expenses, you may need to increase your family's income.

If the wife has not been employed, she might take a full- or part-time job. However, it is a good idea to compare the added costs of working outside the home—clothing, lunches, transportation, child care—with the added income. Children might babysit, deliver newspapers or do odd jobs.

You may plan to draw on your reserves at a period when you know income will be particularly low or expenses particularly high. Or you may intentionally spend more than your income when you use the money you have set aside for a special purpose—a new roof, college expenses, a vacation trip to national parks.

You may need to review your goals.

Budgeting isn't a one-shot deal—something you make once and never touch again. Instead you keep reworking it until it works for you and the results satisfy you.

And as circumstances change, with a new job, the arrival of a new baby or even a move to a new community, your goals and needs can change to accommodate them.

But by following one, we'll guarantee that there will be fewer nasty surprises or economic shortfalls and a better sense of financial security in otherwise shaky times.

ANOTHER WORKSHOP VISIT

THE Teamster Workshop at International headquarters in Washington, D.C., is now enjoying a brief summer recess but before it adjourned, the IBT hosted one final spring session for Teamster local union officers the week of June 23-27, 1980.

Just as the group was visiting Washington, deregulation legislation was enacted and signed into law, so participants were able to receive an in-depth wrap-up on the legislation and learn of its potential repercussions on trucking in general and the projected impact it will have on their members in particular.

Also addressing the group was a workshop regular, Swen Kraemer of the Senate Republican Policy Committee. Kraemer spoke about recent congressional legislation and our country's foreign policy positions.

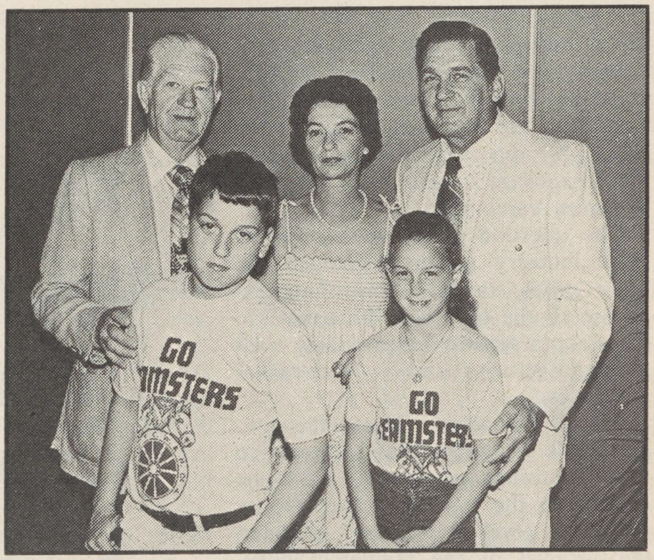
Attending the 27th workshop gathering from around the country were: Frank Wood, secretary-treasurer, Local 28, Taylors, S. C.; Jack Sweeney, business agent, Local 70, Oakland, Calif.; Ben Osborne, secretary-treasurer, Local 83, Phoenix, Ariz.; Frank Busalacchi, a business agent with Local 200, Milwaukee, Wisc.; Business Agents Norm Smith and Peter White, both from Local 213, Vancouver, B.C., Can.; Business Agent Patrick Kelly from Local 371, Rock Island, Ill.; and Business Agent Robert Gallagher from Local 379, Boston, Mass.

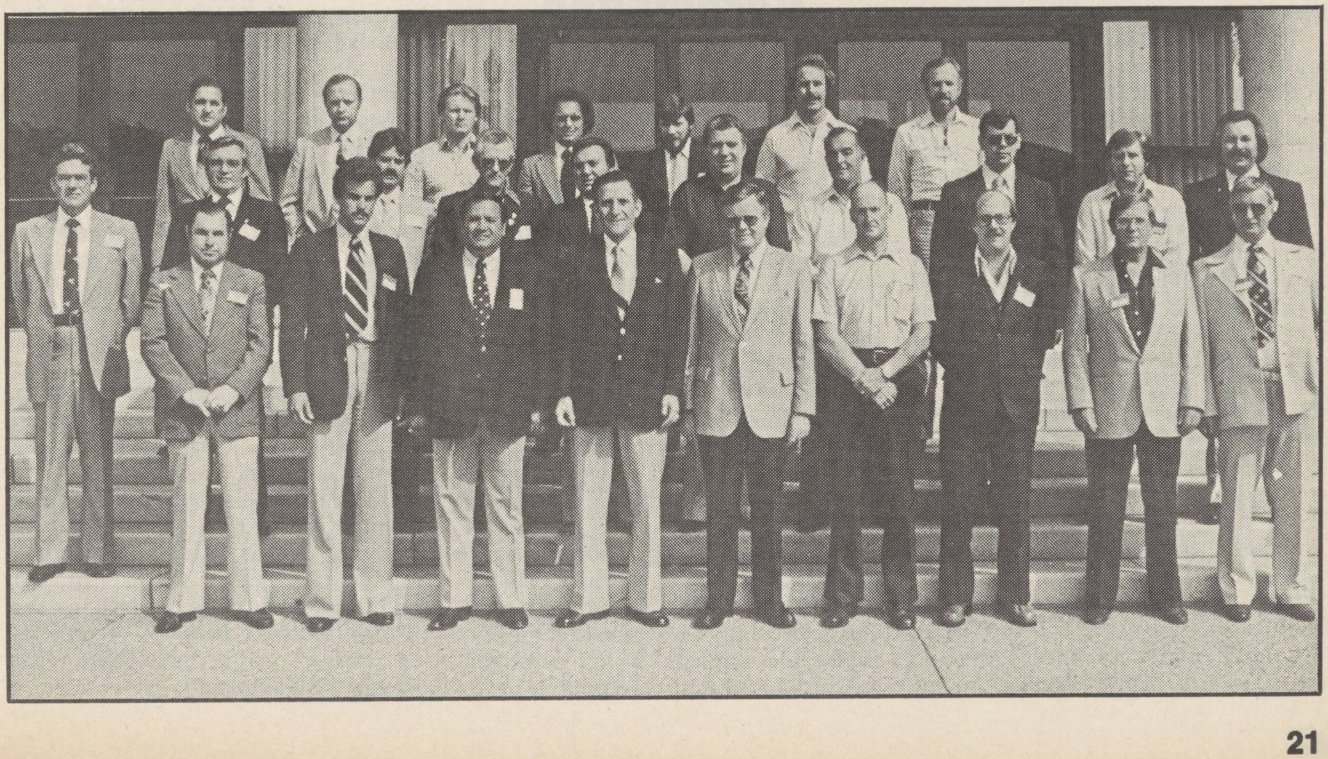
Also participating in the week-long session were: J. Hayes Church, vice president and business agent, Local 391, Greensboro, N.C.; James A. Ivey, secretary-treasurer, Local 435, Denver, Colo.; J. D. Bowles, business agent, Local 509, Cayce, S. C., and Arthur Morningstar, business agent, Local 557, Baltimore, Md.

From Local 559 in Newington, Conn., came Business Agents Jack Bruce and Frank Bidwell, while from Local 571 in Lorain, Ohio, came another business agent, George Sheaffer.

Others in the group included: James Walker, president, and Justin Holliday, business agent, both from Local 741 in Seattle, Wash.; David Pearce, a business agent from Local 855 in St. Johns, Newfoundland, Can.; Jaques Matthieu, a business agent from Local 931 in Montreal, Quebec, Can.; Cliff Norton, president, Local 955, Las Vegas, Nev.; Al Sainato, president, Local 1518, Leonia, N. J., and Southern Conference of Teamsters representatives Charles O'Brien and Joseph Morgan, Jr., both from Hallandale, Fla.

They're all Teamster, down to their T-shirts, as Robert Gallagher and his family show while visiting with IBT General Secretary-Treasurer Ray Schoessling. Below, class participants.





IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

BENZENE REGS.

High Court Strikes Down Standard For Proven Carcinogen

IN A decision of key importance to America's working men and women, a deeply divided Supreme Court has ruled that the Secretary of Labor exceeded his authority in reducing workplace exposure standards for benzene, a proven carcinogen.

The question arose when a petroleum industry group challenged the new OSHA standard controlling exposure to the chemical. Benzene is a colorless, aromatic liquid widely used in manufacturing and petro-chemical industries.

The 5-4 decision rejected the government's argument that exposure to cancer-causing substances must be limited to the lowest technologically attainable level that doesn't threaten the survival of the regulated industries.

The high court held that OSHA failed to show that reducing the exposure limit on benzene from 10 parts per million parts of air to one part per million parts of air would result in fewer cases of benzene-induced leukemia.

Justice Stevens, writing for the Court, declared that the Occupational Safety and Health Act (the 1970 legislation which created OSHA) authorized OSHA to issue a standard only after determining that it is necessary and appropriate to remedy a *significant risk* to workers. In the opinion of the Court, OSHA failed to prove this risk existed when workers were exposed to benzene at levels below the old 10 ppm standard. Therefore, the new, lower standard was invalid.

The decision shows serious divisions within the court on this issue. The lead opinion of Justice Stevens was joined by Chief Justice Burger and Justice Stewart, with Justice Powell joining in part. The Chief Justice, Justice Powell and Justice Rehnquist wrote separate concurring decisions.

A strong dissenting opinion was written by Justice Marshall, joined by Justices Brennan, White and Blackmun. The dissenters denounced Stevens' opinion as "arrogant," "unfair," and "obscure," adding that the Court's decision will "subject American workers to a continuing risk of cancer and other fatal diseases, and render the Federal Government powerless to take effective action on their behalf."

Justice Marshall chided the Court for exceeding its judicial authority, saying that a court "is not permitted to distort a statute's meaning in order to make it conform with the Justices' own views of sound social policy. The plurality ignores the plain meaning of the Occupational Safety and Health Act of 1970 in order to bring the authority of the Secretary of Labor in line with the pluralities' own views of proper regulatory policy."

Reaction to the Court's ruling was predictable. Industry spokesmen hailed the decision as a victory, while OSHA and labor unions expressed disappointment.

Deputy Assistant Secretary of Labor Basil Whiting stated OSHA's position, saying, "In issuing its benzene standard, OSHA found that benzene causes leukemia and that worker exposure to benzene should be reduced. A plurality of the Court has now concluded that OSHA failed to make an adequate formal finding that the standard would remedy a significant health risk."

While the OSHA reaction was essentially negative, Whiting found some cause for cautious optimism, saying, "It is clear . . . that the Court has reaffirmed the Agency's mandate to issue standards to protect workers' safety and health." Whiting said OSHA intends to press forward in regulating benzene and other cancer-causing substances.

Union leaders expressed similar reactions. IBT Safety and Health Director R. V. Durham called the Court's decision "a miscarriage of justice," adding that the Court "ruled against working men and women and in favor of the often unconcerned attitude of business." Durham praised the dissenting Justices for "having the courage to speak in favor of protecting workers at a time when that thought is unpopular."

SAFETY RULES DO SAVE MONEY

A STUDY by the prestigious Massachusetts Institute of Technology has revealed that the American public saves billions of dollars each year as a direct result of Federal safety, health and environmental regulations.

The M.I.T. study was requested by the Senate Committee on Governmental Affairs as part of a continuing effort to make Federal regulation more efficient and effective.

The study examined six Federal agencies: The Consumer Product Safety Commission, Environmental Protection Agency, Food and Drug Administration, Food and Quality Service, National Highway Traffic Safety Administration, and the Occupational Safety and Health Administration.

Some specific findings of the study include:

- Environmental pollution.

  The benefits of regulation of air pollution were estimated to range from $5 to $58 billion per year, with auto emission controls alone worth $2 to $10 billion annually.

- Workplace safety and health.

  Industrial accidents cost business nearly $15 billion annually. OSHA has been able to cut into this toll, preventing between 40,000 and 60,000 lost workday accidents and up to 350 deaths in both 1974 and 1975. Regulation of workplace exposure to asbestos may ultimately result in a reduction of 630 to 2,500 deaths per year from lung cancer and asbestosis.

- Automobile and consumer safety.

  Motor vehicle occupant protection standards saved over 28,000 lives in an 8-year period, 1966 to 1974. Child resistant drug packaging rules prevented as many as 34,000 injuries between 1973 and 1976. Crib related injuries to infants were reduced 44% since 1974 as a result of crib safety standards.

The M.I.T. study cautioned that it is not possible—or advisable—to reduce regulatory benefits into dollars and cents. Intangibles such as the value of human life, chronic disease, injury and pain and suffering cannot have a dollar value placed upon them. Therefore, the estimates of the report can't include these type of benefits.

Coming on the heels of the Supreme Court's benzene decision, this study takes on added importance. It should be required reading for the Justices who feel a body count is necessary before Federal regulation is called for.

N.Y. ENACTS 'RIGHT TO KNOW' LAW

THE State of New York has taken the lead in the fight for the right of employees to know the identity and effects of substances with which they work. Governor Hugh Carey recently signed the nation's first comprehensive "right to know" law to take effect at the end of 1980.

The new law, sponsored by a state assemblyman from the Love Canal area, requires employers to provide, upon request, information on the toxic effects of chemicals in the workplace. Any employee or an employee's representative may request this information.

One outstanding feature of this law protects workers against employers who are reluctant to provide hazard information. If a company fails to respond to an employee request within 72 hours, the new law gives the affected employee the right to refuse to work with the substance.

In order to provide employers with enough data to answer employee requests, the new law requires manufacturers of toxic substances to supply the employer with the generic and trade name of the chemical, the hazardous level of exposure, the symptoms of overexposure, appropriate emergency treatment, and information on proper use.

New York State members interested in specific provisions of the law should contact their local business agent or the International Safety and Health Department.

SAFETY ACTION LINE

THE U.S. Department of Transportation has announced a new toll-free hot line service for interstate truckers.

Information about the Department of Transportation's regulations on truck and truck driver safety and the highway transportation of hazardous materials can be obtained by directly contacting an official in Washington.

By dialing (800) 424-9158, truck drivers, operators of trucking companies and the general public can obtain information about the Federal Motor Carrier Safety and Hazardous Materials Regulations. The regulations are applicable only to interstate commerce.

In the Washington, D.C., metropolitan area, the telephone number is 426-1724.

The telephone service, staffed by the Bureau of Motor Carrier Safety in DOT's Federal Highway Administration, is accessible from the contiguous 48 states. The service is available Mondays through Fridays from 7:30 a.m. until 4:00 p.m. eastern daylight saving time.

Callers also will be able to request motor carrier safety publications and to receive answers to questions on the Bureau's functions and responsibilities.

The telephone service is not intended for complaints concerning truckers' violations of speed limits or other traffic violations, which, of course, should be reported to the police jurisdictions in which they occur.

The Bureau emphasizes that notification of commercial vehicle accidents should continue to be directed to Federal Highway Administration regional offices.

The IBT fully supports this new program and encourages members to take advantage of it to answer questions on vehicle inspection, maintenance, driver qualification, hours of service, and other BMCS rules.

ACTIVE IBT LOCALS

HYDE PARK, NEW YORK

Recollection By Another Soldier Driver

The International Teamster:

"I read with interest the story, 'Soldier Driver,' in the April Teamster magazine on retiree Grady Evitt. In fact, Grady and I were in the same division which was the 100th Infantry Division. I was in the 373rd Field Artillery which had the 155 howitzers and I, like Grady, was a soldier driver and delivered ammunition to the guns and drove a full-track vehicle with a trailer on it.

"What I want to say is that after all these years we found another one of our members of the 100th by me reading the story. I sent Grady's name to our secretary (of the 100th Infantry Div. Assn.) and he wrote to Grady. I also have written to Grady and he has written to me.

"I just retired from Teamster Local 445 of Yonkers, N.Y., after 41 years in the union. I drove over-the-road milk transport for 34 years with Farm City Trucking Corp., and when they closed up I went to work on construction for 10 years and retired this past November.

"I must say that the union sure helped me in many ways when I was sick and had many operations and spent a lot of time in the hospital. Local 445 came through and paid all my expenses."

Sincerely,

Frank G. Andros,
P.O. Box 55,
Hyde Park, N.Y.,
12538

WORCESTER, MASSACHUSETTS

Well, It Is One Form of Transportation!

Teamster Local 170's running team took part in a 6.2 mile "fun run" for National Transportation Week observance at Worcester, Mass., recently. Carl Gentile, business representative, says the team challenges anybody to run. Left to right are: (kneeling) Bill O'Connor, Dan Reardon and Gentile; (standing) Brian Charboneau, Art Rossi, John Rice and Dick Foley.

PHILADELPHIA, PENNSYLVANIA

Local 77 Officer Feted By State of Israel Bonds

The State of Israel paid tribute to Teamster Local 77 leader Joseph A. Anderson (third from right) recently at a dinner in Philadelphia tendered by labor and management on behalf of Israel Bonds. At the plaque presentation honoring the Fort Washington Local 77 secretary-treasurer and public employees' organizer were Teamster officials who helped co-chair the tribute. They included: Larry A. Thomas, Eastern Conference of Teamsters; Lee Via, secretary-treasurer, Local 771, Lancaster, Pa.; labor attorney Paula Markowitz; Anderson; Stephen A. Banus, secretary-treasurer, Local 773, Allentown, Pa., and James Burns, secretary-treasurer, Local 429, Reading, Pa.

SPRINGFIELD, NEW JERSEY

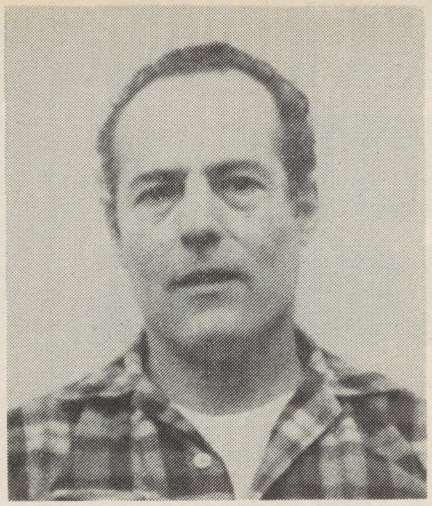
Teamster Saves A Buddy's Life

One of the luckiest things that ever happened to Teamster Edwin Silbernagel may have been having fellow Teamster Cosmo Pontrelli for a partner.

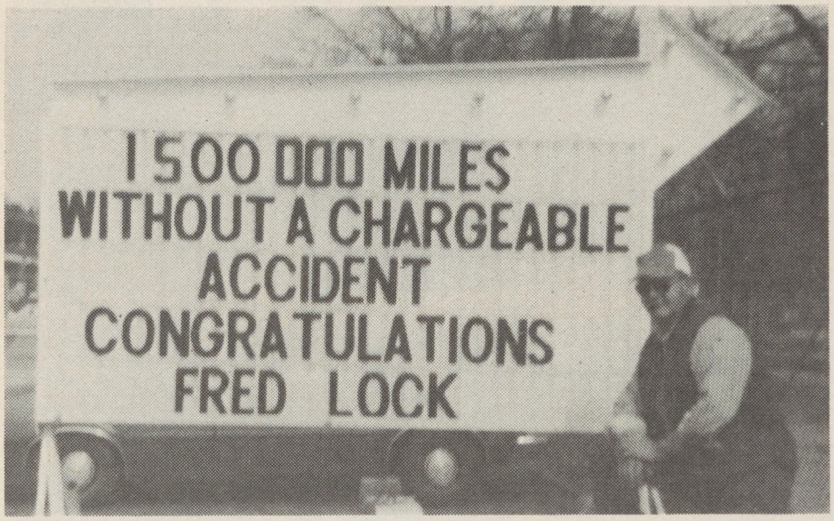
Both men, members of New Jersey Local 843, are employed by the Anheuser Busch brewery in Newark, N. J. Recently, while making a beer delivery, as Silbernagel stood on a loading dock unloading a truck, his foot slipped off the edge of the bay and he lost his balance. In the fall, the Teamster's leg forcefully struck against the blade of the hand truck he'd been using. His leg was cut behind the left thigh, severing the artery.

Brother Pontrelli quickly went into action. As the blood poured from Silbernagel's leg, Pontrelli first tried applying direct pressure to the bleeding area. When that failed to stanch the blood flow, he then applied a belt to the upper portion of his partner's leg and pulled tightly, making a tourniquet. An ambulance called to the scene took over, and conveyed Silbernagel to the hospital where his injuries were attended.

"Were it not for the cool and immediate response of Brother Pontrelli, Brother Silbernagel could have bled to death," said Frank A. Jackiewicz, secretary-treasurer of Local 843, in commending Pontrelli's heroism and quick thinking.



Cosmo Pontrelli



PHILADELPHIA, PENNSYLVANIA

If These Miles Were Money, He'd Be a Rich Man

When Teamster Local 463 member Fred Lock, Sr., reached the million and a half mark, this sign was erected to congratulate him and tell everybody in town about it. The Teamster has been an employee of the Breyer Ice Cream Division of Kraft Foods for more than 25 years and is shop steward of the Transport Dept. of its Philadelphia, Pa. facility. Now that he's topped one and a half million miles without accident, Brother Lock is aiming to make that two million mark next.

NEW YORK, NEW YORK

Local 803 Wins RNs At Brunswick Hospital

Teamster Local 803 of New York won an election held for registered nurses at Brunswick Hospital Center, Amityville, N.Y., recently.

Brunswick is the largest private hospital in the country, according to organizers. The unit was organized by William Hagner, president of Local 803, and an organizing committee consisting of Organizers Charlene Doak, Sheila Fitzgerald and James McKay.

Here, the negotiating committee prepares to bargain for the group's first contract. From left to right are: Sydney Ramnauth, RN; Margaret Boyle, RN; Wendy Newman, RN; Elke Farrell, RN; William Hagner, president, Local 803; Marilyn Tufano, RN; and standing, Sheila Fitzgerald, organizer.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

A Little Walk Never Hurt Anyone

Forty-three officers, staffers and their families from Teamster Local 710 in Chicago, Ill., deciding to help a local charity, recently staged a 10-mile stroll from local union headquarters to Grant Park in the heart of Chicago's world-famous "Loop".

The fund-raiser benefitted the St. Joseph's Carondelet Child Center, an institution founded in 1864 to offer temporary and emergency care to children of both sexes in crisis situations and during planning for placement.

Today, St. Joseph's is a residential treatment center dedicated to providing care, treatment and education for emotionally disturbed boys who, for a variety of reasons, are unable to function in a regular setting. The present program offers intensive care and treatment, along with special education, tutoring, speech therapy and recreational resources, to 40 boys between the ages of five and fourteen.

The center currently is under the direction of James McLaughlin and the Sisters of St. Joseph of Carondelet.

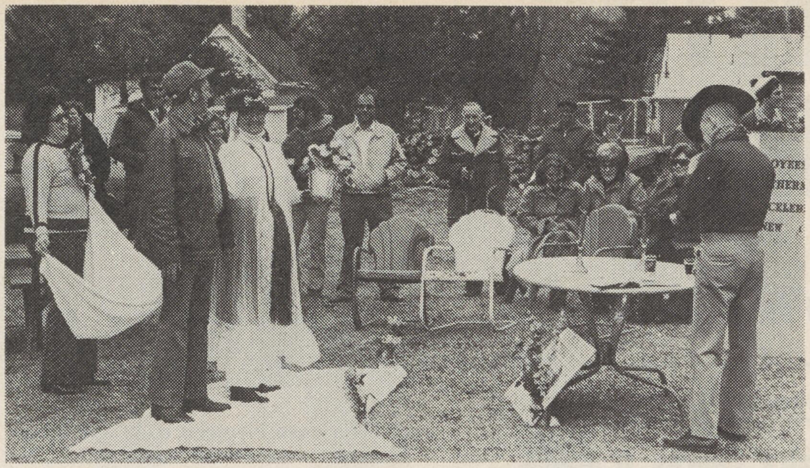
The idea for the walkathon was conceived by Local 710 staffers. Participating in the march for pledges and donations were staffers from the health, welfare and pension departments, the general office staff, local union officers and organizers, and their families. Proceeds from the 10-mile march came to a hefty $1730.00 which was presented to the charitable organization.

Another surprise came with presentation to the center of 50 tickets for children at the home to attend a Chicago White Sox baseball game, courtesy of Bill Veeck and the White Sox organization. (It seems that one of the secretaries at Local 710 used to work for Veeck and called to ask him to donate the much-appreciated surprise for the youngsters.) It's a sure bet that was a highlight of their week and was as welcome at the Center as was the large donation from some concerned Teamsters.

At top, the hearty walkathoners. (They look too fresh for this to have been taken at the end of their trek.) Second, making the contribution to Carondelet Child Center personnel were representatives from Local 710's office staff and its pension, health and welfare offices. In the center photo, from left, are: Sister Mary Ann Boes, a teacher at the center; Jean Vevers of Local 710; James McLaughlin, administrator at the center; Kate Sutherland from Local 710; and Sister Regina Sexauer, unit supervisor at the center. In the bottom photo, from left, are: Sister Mary Ann, Betty Winters from Local 710, McLaughlin, Sylvia Magliano from Local 710 and Sister Regina.

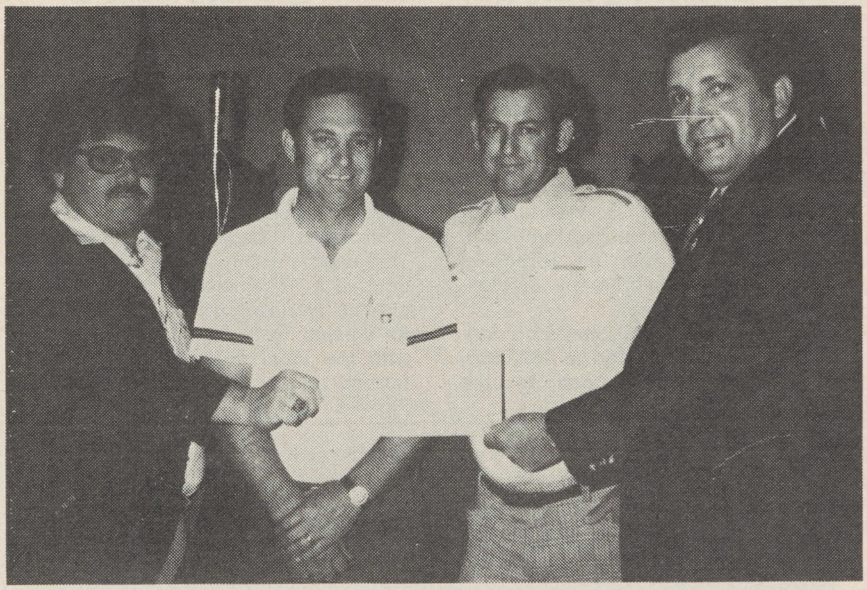
MICHIGAN CITY, INDIANA

This Wasn't Part of The Contract, Was It?



To celebrate their new contract, achieved after seven weeks of an around-the-clock picket line, Local 298 members from Thermo Products threw a Sunday afternoon party recently. The highlight of the day turned out to be a mock "shotgun" wedding between the plant's chief steward, Willie Enochs and his wife, Audrey. With Willie away spending so much time on union business, it seems his coworkers decided he should be reintroduced to his bride, "for better or worse."

Thermo Products, a manufacturer of furnaces and air-conditioners, employs approximately 150 people in the North Judson, Ind., area. The contract was overwhelmingly ratified by a two-to-one margin, following which Local 298 President Joe Caradonna and Secretary-Treasurer Ken Buhle, congratulated and thanked Teamsters at the company for a job well done. (Photo by Bech Johnson, Starke County Leader)



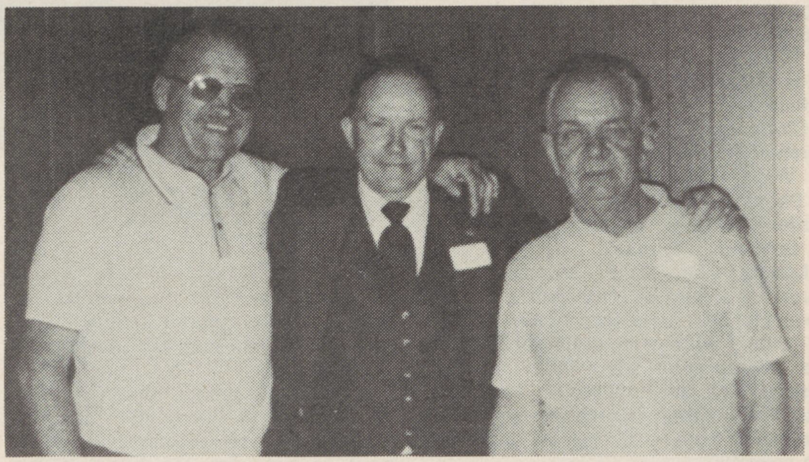
DAYTON, OHIO

Workers Receive Whopping Backpay Award

Some 90 employees of Liberal Market, Inc. will share in an arbitration award worth $81,542.71, attained through their Teamster local's intervention recently after their employer went out of business, attempting to default on their vacation pay. In this photo, two of the workers accept checks for their share of the grievance award from Dayton, Ohio Local 957 officers. The group includes, from left: Bert Culter, Local 957 business representative; James L. Selby, 16½ years an employee of Liberal Market, Inc.; James Nix, a 26-year employee of the firm, and Glen Strange, president of Teamster Local 957.

WAUKEGAN, ILLINOIS

Reminiscing Over Old Teamster Times



Teamsters (left to right) Paul Brence, Robert Barnes and Elmer (Butch) DeRue are all members of IBT Local 301, with a combined 115 years of service between them.

Here, the three longtime friends gather to celebrate Brence's and DeRue's 65th birthdays recently, which are one day apart.

All three Teamsters worked for many years together at Krema Trucking out of Chicago, Ill.

Brence, a Teamster since 1941, retired in 1975 and now receives his Teamster pension every month. Barnes, a union member since 1944, became secretary-treasurer of Local 301 in 1969 and still holds that position. DeRue joined the Teamsters in 1935. The longest dues paying active member of his local, he currently drives for Keller Trucking in Park City, Ill.

ACTIVE IBT LOCALS

Local 754 officers involved in achieving the successful settlement include from left: Mathias P. Glaser, secretary-treasurer, Local 754; Richard Pufahl, president and business agent; Joseph Molepske, trustee and business agent, and John Thomas, vice president and business agent. Legal counsel assisting the local was Asher, Goodstein, Pavalon, Gittler, Greenfield and Segal, Ltd.

CHICAGO, ILLINOIS

Dairy Learns It Can't Ignore Employee Rights

It's an oft-heard refrain these days—a business closes its doors unexpectedly, throws its employees out of work and jeopardizes their pensions and other benefits.

That was the case when Hawthorn Melody Dairy closed its Chicago plant in August, 1978 and moved its operation to Whitewater, Wisc. The company thought it was in the clear, but found out differently when Teamster Local 754 moved to protect members who had formerly been employed by the dairy and were still under contract.

The result—a $376,658.70 settlement that safeguards employees' vested pension rights, vacation credits, health and welfare and other benefits.

The case involved suits and countersuits over an 18-month period, including a $5 million lawsuit brought by the company against the local union and all of its officers under the Sherman Anti-Trust Act asking for *triple* damages because the local dared to seek arbitration of the case under a subcontracting clause of the contract.

The Teamsters responded by filing their own suits, including one countersuit for all monies owed the local union for vacations earned at the company, but taken after its closing. That case resulted in a win and $33,702.21.

Arbitration under a standard of protection clause awarded the Teamsters $15,959.69 plus an additional $1996.80 to be paid to the employees by March 15, 1980.

The final settlement, made on January 10, 1980, amounted to $325,000, $300,000 of which goes to the Local's pension fund. All lawsuits also were dropped by the company.

In reporting on the successful arbitrations, Local 754 Secretary-Treasurer Mathias P. Glaser reminded all Teamsters who were employed by Hawthorn Melody prior to its closing to remain in close touch with the local union, keeping it informed of any change in address.

CHICAGO, ILLINOIS

Local Officer Active In Civic Affairs

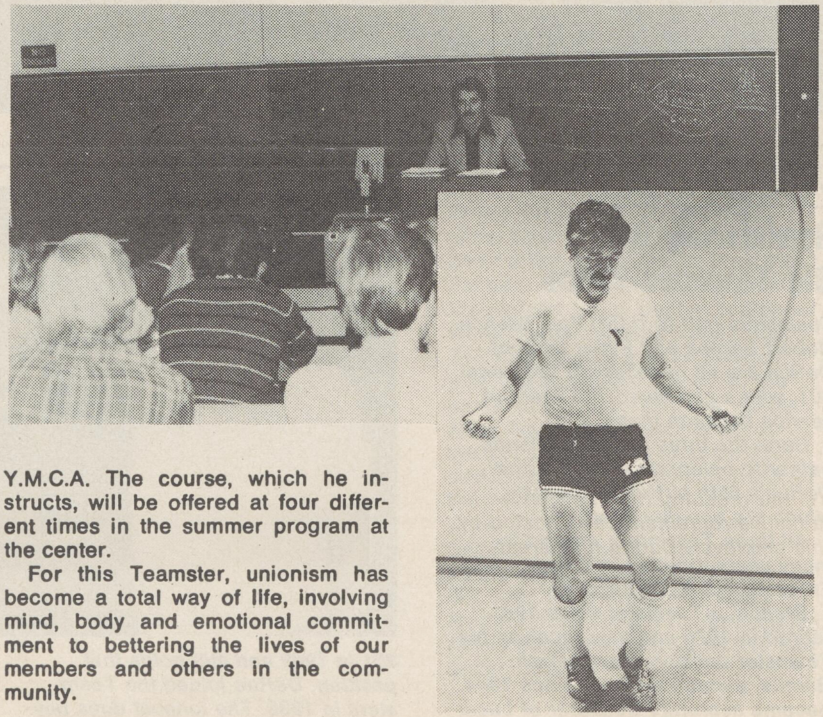
In addition to his many duties as recording secretary and business representative of Teamster Local 744 in Chicago, Roy Chamberlin also finds time for community service activities.

Chamberlin recently took the Teamsters' message to the campus of William Rainey Harper College in Palatine, Ill., where he addressed students enrolled in an "Introduction to Business" course.

Labor, Chamberlin assured the students, is just as important a component of the successful business as its other economic considerations. His presentation was "both entertaining and informative. It fit well into the overall course coverage," Professor Eugene L. Magad said of his remarks.

Chamberlin also is active in a rope skipping fitness class at his area Y.M.C.A. The course, which he instructs, will be offered at four different times in the summer program at the center.

For this Teamster, unionism has become a total way of life, involving mind, body and emotional commitment to bettering the lives of our members and others in the community.

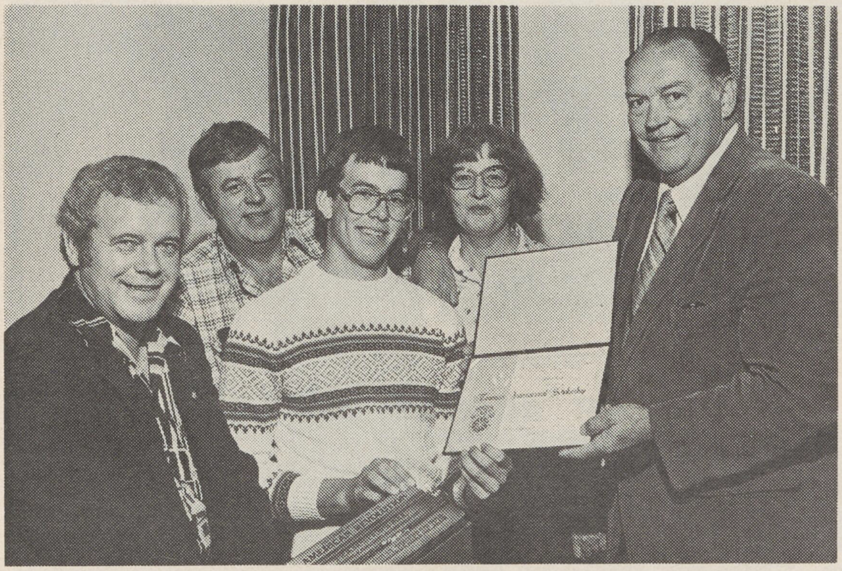


OAKLAND, CALIFORNIA

This Is Picketing With a New Twist

Mobile pickets Carol Reberiego and Debbie Fowler here discuss the advantages of roller states as an effective picketing tool with Rome Aloise, a trustee/organizer for Teamster Local 853 in Oakland. The women were among the Teamsters manning lines outside a jewelry manufacturing firm in San Leandro, Calif. recently, during a bargaining dispute centering on demands for higher wages and improved benefits. By now, things should be rolling right along!

TEAMSTERS
LOCAL 853
ON
STRIKE



SEATTLE, WASHINGTON

Teamster Scholar Receives Plaudits

John Leo, center, one of this year's winners of an International Teamster scholarship worth $6,000, is shown being congratulated by IBT International Vice President Arnie Weinmeister, far right, and Robert Cooper, left, secretary-treasurer of Teamster Local 174 in Seattle. Looking on are John's proud parents, Gerald Leo, a driver for Lockheed Shipyards, and Dorothy Leo. Beside his scholarship, John also received a set of American history books.

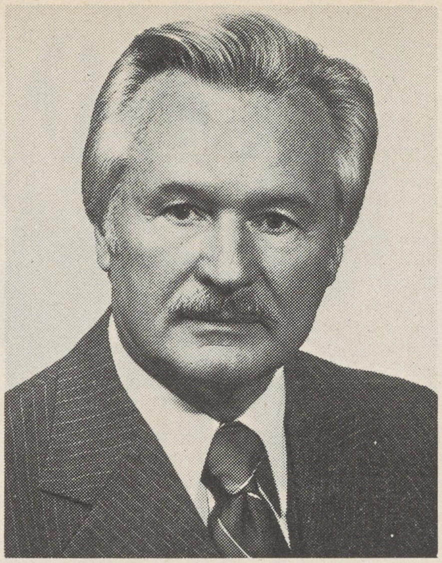
PORTLAND, OREGON

Teamster Retires With Warm 'Aloha'

Teamster Local 324 member Mel Seibel, a 37½ year veteran of the union and an 18½ year veteran of West Coast Grocery in Salem, Ore., retired recently. Here he's shown at a festive retirement party hosted by his employer. During his career, Seibel also logged 19 years as a driver for Silver Wheel Freight in Portland.

10
Good Luck Down the Road of Retirement

ACTIVE IBT LOCALS



ORANGE, CALIFORNIA

Local 952 Leader To Be Honored

Lee Kearney, secretary-treasurer of Teamster Local 952 in Orange County, California, will be honored with a "humanitarian award" from the City of Hope at a dinner in his honor in mid-September, the group announced recently.

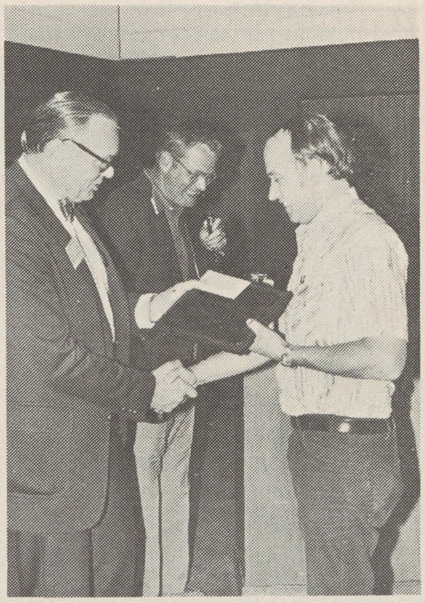
Kearney, a Teamster representative for more than 30 years, has long been active with local charities. He was, in fact, instrumental in founding a local chapter of the Leukemia Society and has served on the National Leukemia Board as a trustee. He also is a senior union trustee on the Western Conference of Teamsters Pension Trust Fund.

PORTLAND, OREGON

Oregon Teamsters Do Their Locals Proud

Overall winner of the 1980 Oregon Truck Roadeo, held recently in Portland, was Local 81 member Louis Tomososki, shown above right receiving a plaque and a prize from Robert Kaye, director of the Federal Highway Administration (1). Far right, is Local 162 member Richard Roth who not only topped the twin trailer class competition but was also named Rookie of the Year (2). Tomososki drives for Consolidated Freightways and Roth drives for Oregon Transfer Co. The two were among a group of 18 area Teamsters who grabbed all but three of the 21 top honors in the annual Oregon competition, winners from which will go to the National Truck Roadeo in Kansas City, Mo. late this month. Among the judges at the Oregon truck driving competition were Local 162 Business Representative Chuck Bevens, center with cap (3), and Local 81 Business Representatives Larry Wilson (left) and Jerry Pepper (4).

1



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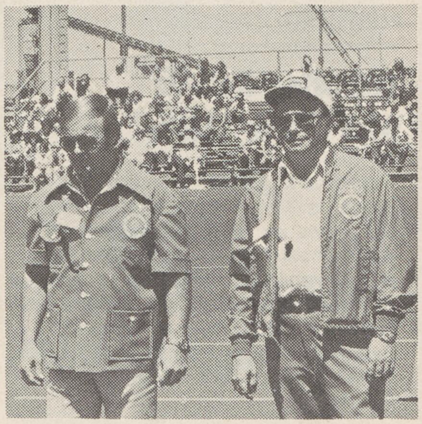

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LAS VEGAS, NEVADA

Local 631's Active In the Community

Teamster Local 631 in Las Vegas, Nev., believes unionists should be actively involved in their community, and has begun participating in several community programs recently to express their commitment.

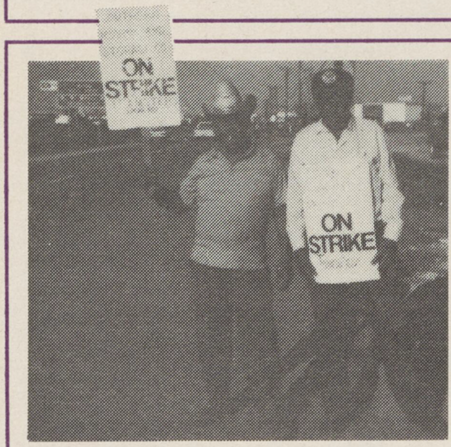
Getting voters interested in registering and going to the polls is one of the pet projects the Nev. local union is involved with, with Teamster retirees from the local leading the way.

Retirees, along with their families, have prepared mailings to the local's general membership and otherwise encouraged members both to vote and to participate in the political process.

Early in June, Local 631 began another program—a five-minute weekly "Labor Report" radio interview spot. The weekly presentation on Nevada public radio station KNPR will focus on current negotiations, local union activities, legislative issues and remarks from visiting labor officials. It will be part of the noonday news on Thursday.

REGISTER
HERE TO VOTE

Here, Local 631 members use their union hall as the command center for their ongoing voter registration drive. From left are: William (Goldie) Goldstein, secretary-treasurer, Retirees; Kerin Scianna, community relations representative, Teamster Local 631; Sam Simpkin, president, Retirees; Bob Chisholm, business agent of Local 631 and Mrs. Ogretta Gray, wife of retiree Walter (Tex) Gray.



SAN ANTONIO, TEXAS

Walkin' The Line Down South

Teamsters are back to work at Southern Moving and Storage with a new contract, but it took a strike against the company to get them there. The walkout came as a bargaining deadline came and passed without agreement. Continued talks succeeded in gaining for employees sought-after seniority rights, a 40-hour work guarantee, a pension plan, verification by a bargaining unit member on call-ins and much more. Here, two members of the bargaining unit, all of whom are members of San Antonio Local 657, walk the picket line during the dispute.

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

CONSUMERS' CORNER

In a move which could have a great impact on consumer buying habits, the Federal Trade Commission has ruled that manufacturers of seven types of appliances place energy cost or energy efficiency ratings on their product labels.

The seven appliance categories are (1) refrigerators and refrigerator-freezers; (2) freezers; (3) dishwashers; (4) water heaters; (5) clothes washers; (6) room air-conditioners; (7) furnaces.

Since most major household appliances have life expectancies of ten years or more, a consumer can realize considerable energy savings over the life of an energy-efficient model.

The seven appliances included in the labeling program account for about 90 percent of energy consumed in American homes. For example, a top freezer-refrigerator uses about 100 or more kilowatt hours a month. The average annual rate of around five cents a kilowatt an hour for electricity means you are paying about $50 or $60 more a year just for this appliance.

The new rule, effective in late May, helps consumers purchase the most energy efficient appliances available. Yearly cost figures will be plainly marked on the label, with the testing having been done by the Department of Energy.

The energy labels, printed in black on a yellow background, will be posted in plain sight, usually in the upper right-hand area of the appliance's front panel. The label will be 5-5/16″ x 7-3/8″ and contain the following information: The estimated annual energy cost and a range of estimated annual energy costs for comparable appliance products, as well as the name of the manufacturer or private labeler, model number, capacity, a statement warning against the removal of the label and a statement indicating that the energy information is based on government tests.

Climate control appliances such as room air conditioners and furnaces must display an energy efficiency ratio rating (EER). The higher the rating, the more efficient the appliance. Energy costs are difficult to quantify for these products because of the extreme variation of climate usage periods across the country.

An appliance's annual energy cost will be formulated using the national average cost of electricity or other fuel such as natural gas. That number will be prominently displayed on the label. Utility rates vary around the country. As a result, this figure, which is based on a national average electric rate of 4.97 cents per kilowatt hour, may be off somewhat. However, included on the label will be a chart of kilowatt hour costs ranging from 2 cents to 12 cents. Knowledge of the local utility rate is all that is needed to make a reliable determination of the annual energy cost.

Any appliance using natural gas as a fuel, such as the water heater, would have its estimated figure based on the average natural gas rate of 36.7 cents per therm (100 cubic feet). Here, too, there would be a range of prices listed, from 10 cents to 60 cents per therm.

The comparison cost of an appliance against the full range of competition in its particular model or size classification is clearly shown on the energy guide label. Two figures, representing models with the lowest energy cost and the highest, contrast the annual energy cost of the featured appliance.

When a consumer shops for, say, a freezer, he may be confronted with a choice between two models of similar capacity. There may be a $75 difference in price, yet the more expensive freezer may save $25 a year in energy costs. The higher initial purchase price, though, would be made up in three years. Since statistics indicate the average service life (how long a household keeps an appliance) for a freezer is 20 years, the life cost savings would be considerable.

Residential consumer use of energy accounts for 20 percent of the nation's total demand, according to the Department of Energy. Of that figure, by far the most energy is used for space heating and water heating. In order to determine the true costs of an appliance which uses hot water, such as a clothes washer or dishwasher, the DOE estimate includes the cost of heating the water.

The FTC energy label for these appliances, therefore, includes estimates based on water heating costs for both gas and electric water heaters since they differ. If you have a propane or oil water heater, the store salesman should furnish estimated costs on request. Again, all the consumer would have to know is the local fuel rate.

Appliances have become increasingly efficient over the years. The American Home Appliance Manufacturers claim that refrigerator-freezer models of today are 50 percent more efficient than the ones of eight years ago. This is due in large part to better insulation materials.

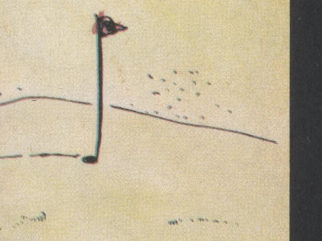
AHAM claims, however, that there is a limit to increasing the efficiency of certain products without driving up the appliance's cost prohibitively. The FTC has acknowledged this and for that reason has excluded several kinds of appliances from the labeling program.

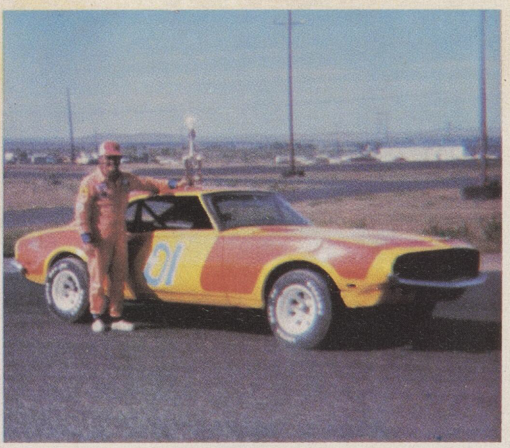
Television sets, for example, were exempted from the rule because they are already very efficient. New black and white sets use only 40-50 watts of power, color sets 130-140. In other words, TV sets are comparable to light bulbs in the amount of electricity they use. Differences among brands are very slight, and the prospect of saving a few dollars a year on energy costs is not going to excite anyone who is about to spend $500 for a set.

Kitchen ranges and clothes dryers are exempted for similar reasons since there are few energy efficiency differences between brands.

Aside from aiding consumers in their purchasing decisions, an additional aim of the Energy Policy and Conservation Act which mandates the labeling requirements is to spur manufacturers to develop more efficient products. Consumers, now aware of an appliance's hitherto hidden operating costs, will surely opt for the money saving, energy efficient models. This, in turn, will require the industry to improve its performance record.

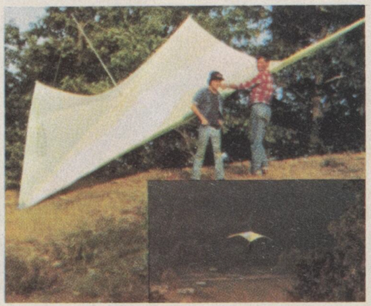
TEAMSTER SPORTS!

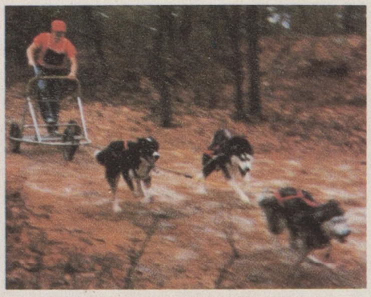




It's a real winner. And we're talking about Teamster Local 839 member Chuck Satko's 1969 Chevy Camaro competition stock car. Although the Teamster's only been racing three years, he reports that last year he won all but one of the races he entered, took the "Best Looking Car Award for 1979" and captured the track record at Umatilla Speedway, a paved ¼ mile oval race track in Umatilla, Ore. Satko drives for Guy F. Atkinson, a contractor at the Hanford Nuclear Energy site.

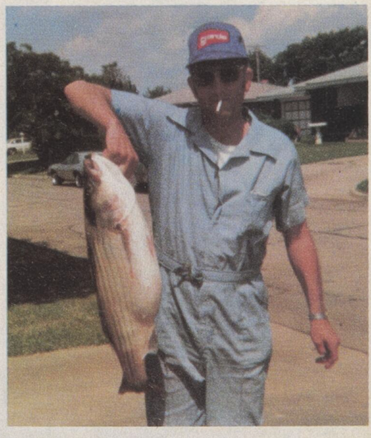
Like a bird, Teamster Jim Overturf (right in photo) enjoys just taking off into the air and soaring (with a hang glider, of course). Here the Teamster Local 261 member, employed by Wilson Freight, is shown with his son J.D. as they prepare for a flight out over the beautiful Pennsylvania mountains near their home. Just hangin' around, you might say of the inset, showing Jim in flight.

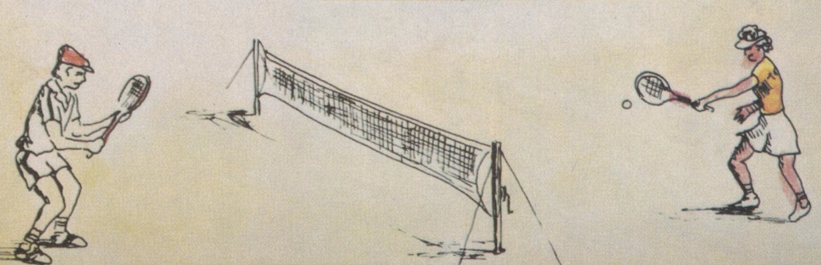


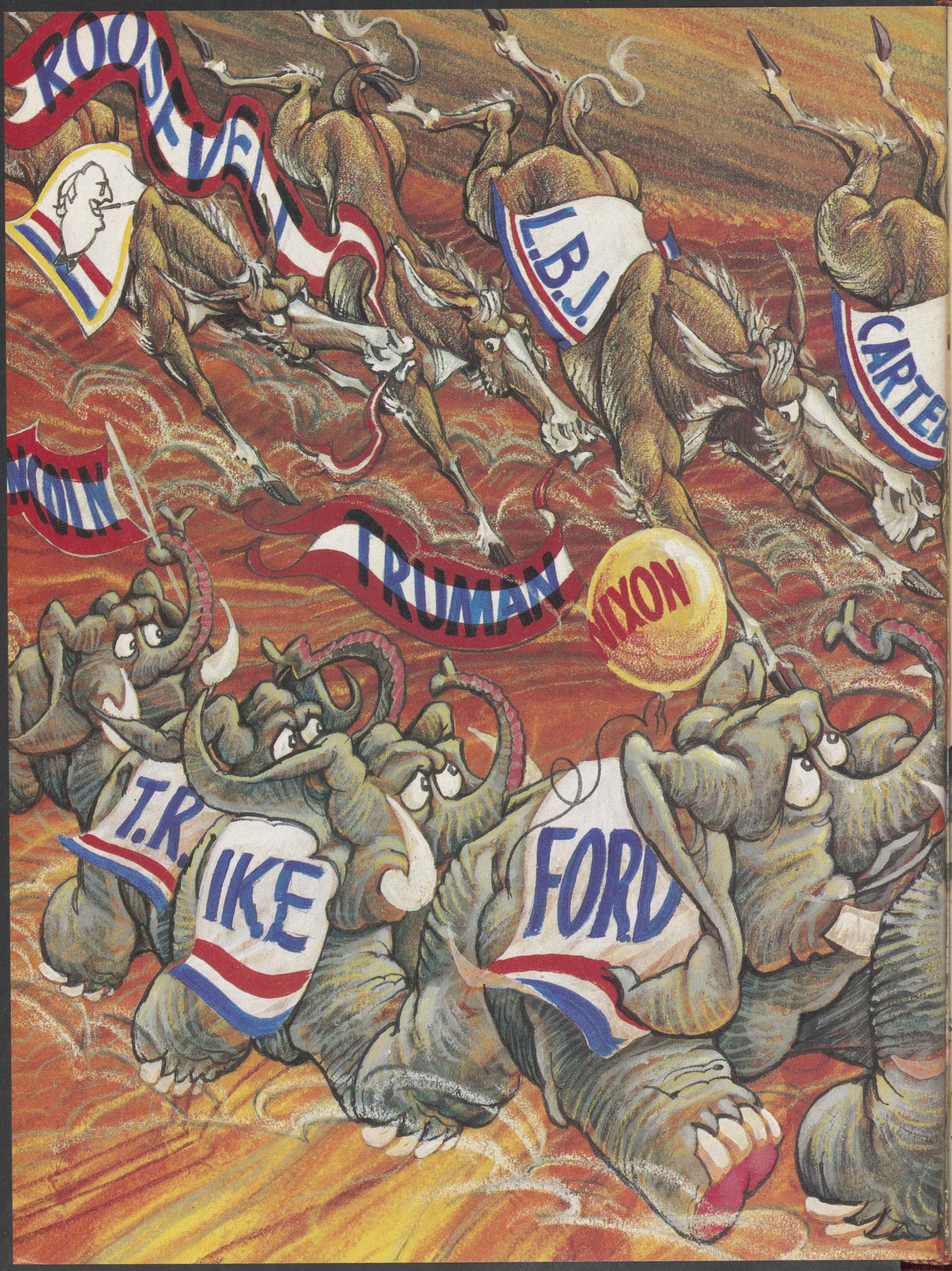


A sport for all seasons, you might call the avocation enjoyed by Walter J. Panas. The Teamster, a Local 929 member and truck driver employed by the New Freshie Corp., Inc., enjoys dog sled team racing. His three-dog team is composed of Nokita, his lead dog, Zorro, his left wheeldog, both Siberian Huskies, and Jet, his right wheeldog, an Alaskan Husky. His prize-winning team ranked well this past season, Panas reports, in class standings of the Middle Atlantic Sled Dog Racing Assn. (MASDRA). Here the team pulls its summer equipment, a gig. When there is snow, of course, they're hitched to the traditional dog sled we're used to seeing.

Clarence (Blondie) Wright, a Local 886 member employed by Lee Way Motor Freight in Oklahoma City, Okla., recently caught this beautiful 18 lb. striped bass in Lake Texoma. He had the 30-inch prize mounted and it now has a proud place of honor in his home.



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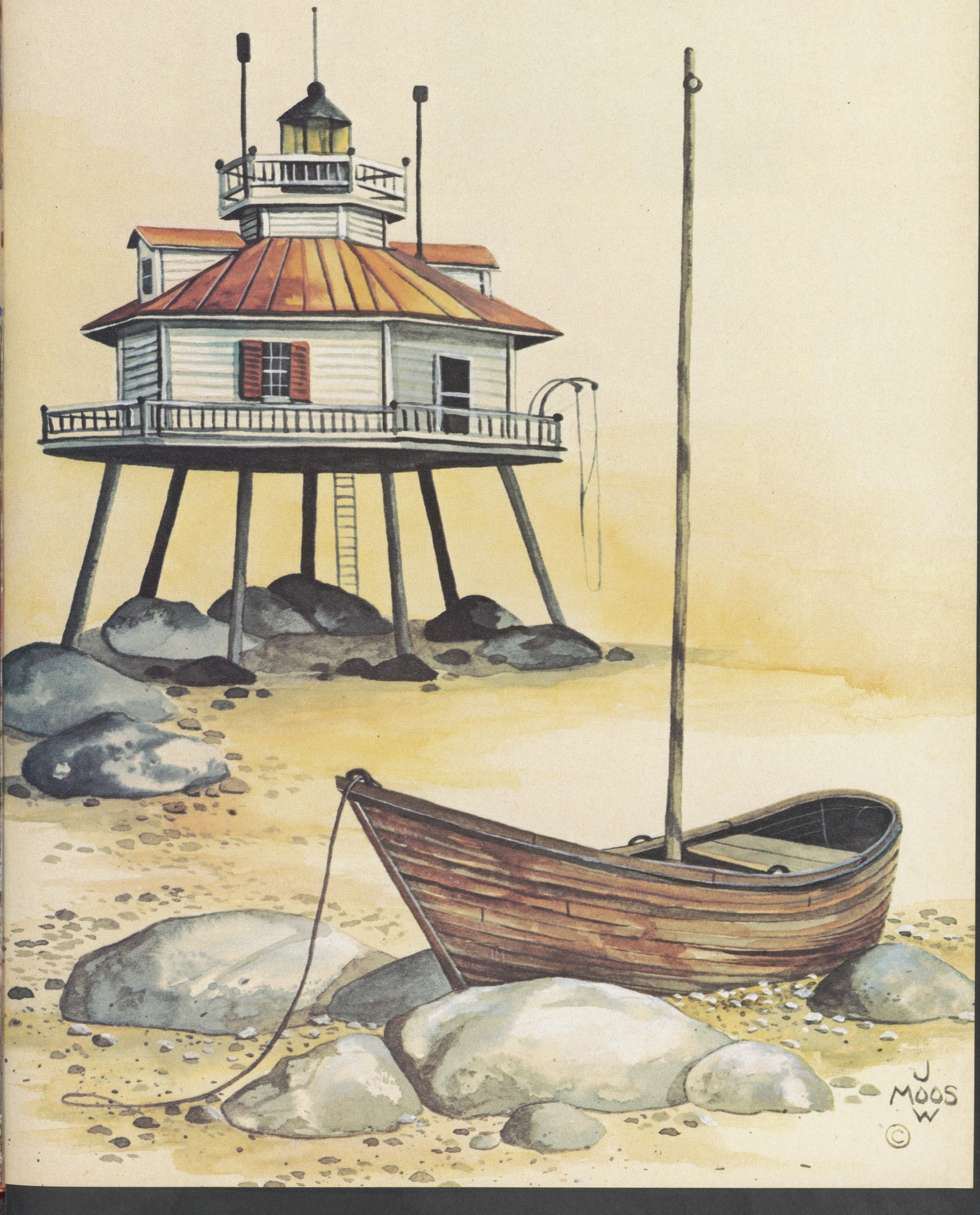
September 1980



LABOR DAY MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

ON LABOR DAY, 1980, the dilemma of the workers of America is not nearly as complex as some would have us believe.

A worker needs a job with adequate rewards for his labor, assurance that his wages will not be robbed away by inflation, and a government which is sensitive to the kinds of problems working America faces.

A government dedicated and obligated to this kind of approach would do much better to bolster a sagging national spirit and restore a national faith which took the United States of America to its position of eminence in the world.

This is our aspiration as we reflect on conditions this Labor Day.

Everywhere we see Americans proud of their country, proud of their flag and proud of the heritage that belongs to all of us. But our pride is being slowly eroded by a lack of faith in government.

For nearly ten months citizens have been held hostage by a foreign government that robs them of the freedom that is inherently the right of all people.

And still, hope prevails throughout the land.

We hope for a better economy and better conditions for working men and women.

We hope for better solutions to the national problems that confront us all.

And we hope for the freedom of the hostages and continued freedom for people everywhere.

Faith and hope are the keystones to the American spirit that has forged the greatest free nation on earth and the greatest labor movement in the world today.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 9 September, 1980

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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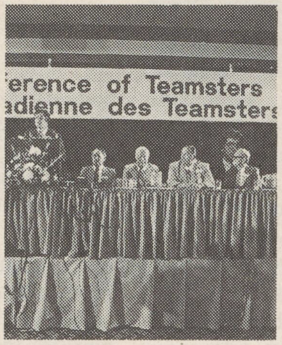
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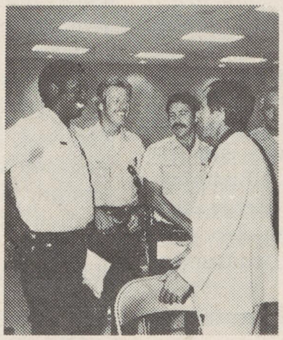
12

2 **Central Conference of Teamsters Convenes**
Workshop seminar's a great success

5 **Canadian Conference Holds Biennial Session**
Delegates learn of Teamsters' growth

8 **A Special Progress Report from Canada**
Translation provided for french-speaking

12 **Chicago Police To Decide on Representation**
Teamsters seek their votes in ballot

13 **Headquarters Names Industrial Div. Head**
Teamster veteran Joseph Konowe gets job

14 **It's Scholarship Application Time Again**
Teamsters' dependents are urged to apply

19 **Decker's Big Test: Retiree Bill Decker**
A look at the IBT and how things were

24 **ACTIVE IBT LOCALS**
What's happening in the local unions

ON OUR COVER:

This month as students head back to school and we all readjust after vacations to our routine work weeks, *International Teamster* thought everybody could use the dose of serenity and solitude this month's cover offers. Another September is upon us.

Editorial material should be addressed to:
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25 Louisiana Ave., N. W., Washington, D.C. 20001

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

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CENTRAL CONFERENCE HOSTS A WORKSHOP

RENEWED ENTHUSIASM for organizing the unorganized was kindled at the Central Conference of Teamsters 18th Workshop meeting in Kansas City, Mo., Aug. 3-7.

The 545 delegates from the 13-state Area Conference, on hand to sharpen their union skills, heard CCT Director Roy Williams pledge that the 700,000-member Area Conference would work even harder to grow ever bigger.

They also heard General Secretary-Treasurer Ray Schoessling heartily endorse the concept of putting more vigor into Teamster organizing and pledge that International Union funds were available for carefully programmed campaigns.

Finally, the delegates applauded strongly when General President Frank E. Fitzsimmons—appearing briefly at the first-day general session shortly after his arrival in Kansas City—declared: "I hope very shortly to be able to talk to you about the illness that Fitz *had*."

The next day, Fitzsimmons received an extended, standing ovation when he arose to address a Conference luncheon.

The occasion was marked by a strong display of solidarity in that Fitzsimmons was honored by the head-table presence of every one of the 16 International Union Vice Presidents in addition to General Secretary-Treasurer Schoessling. Some 500 guests joined the delegates to bring the luncheon attendance to more than 1,000.

"I am feeling fine and my health is okay," said Fitzsimmons as he came immediately to the point of rebutting what he called "exaggerated and false reports in the news media" about the condition of his health.

He continued: "I intend to be around for a long time. . . . "

The statement sparked lengthy applause.

The General President spoke nearly 40 minutes. He stated early in his remarks that the problems facing the Teamster membership today are the same facing all America: Unemployment woes, inflation bite, energy costliness and, finally, trucking deregulation that will affect all consumers negatively.

He urged a revival of organizing the unorganized, saying:

"It's no longer possible to wait for a call from workers who want a union. That era has passed. Agents must again knock on doors and talk with people on the street like they did 40 years ago. There is no magic formula for organizing. It's hard work."

Fitzsimmons added that those who predict the demise of organized labor are wrong. "As long as people work," he said, "there will be a need for unions."

The General President expressed concern about the coming impact of deregulation in trucking. He predicted that most of the problems that will arise will be worked out over a lengthy transitional period.

It was an important subject, he said, because "the Teamster contracts in over-the-road and local cartage are still the backbone of the union—because they set the standards for all."

In discussing the American political scene, Fitzsimmons denied that the Teamsters Union is supporting any particular presidential candidate as reported in the news.

"In my opinion," said Fitzsimmons who was speaking prior to the commencement of the Democratic convention, "it would be improper to do so until after the conventions and even then, we may not endorse a candidate, choosing to remain neutral instead."

Heavy applause followed an emphatic statement by Fitzsimmons that "we should not permit any candidate to use the American worker as a pawn in the game of politics."

He stressed that the IBT's concern is with jobs, economic health and national security. He received further applause when he concluded his luncheon talk: "The Teamsters Union will never know defeat because of the problems of the American economy or people. We will always go forward!"

General Secretary-Treasurer Schoessling, in addressing the CCT delegates during the first-day general session, also stressed the progressive role of the Teamsters Union.

"We're going to continue to organize anybody who wants to join the union," he said to strong applause.

Warning against the danger of complacency, Schoessling said: "Our record proves that we have the best benefits of any labor union in the world today. But unless we get back into the business of organizing, we're not going to be able to say we're the largest."

Schoessling said the Teamsters Union was not in the "banking business." He pledged that IBT funds would be used to organize wherever there was a need for unionism.

While the general and defense funds of the International Union are ample, said Schoessling, the cost of operating the union continues to go up like everything else. He indicated there would be a need for a higher per capita tax from local unions in the future.

High-cost items cited by Schoessling included the implementation of the IBT's computer program, TITAN, which will be completed this year; contributions to affiliate pension programs, and grants to local unions. He said, "Our defense fund since 1976 has dispensed $54 million in strike benefits."

Schoessling complimented the Central Conference workshop as a vehicle for preparing local union leaders to do a better job of servicing the Teamster membership.

As an example of the enormous task that confronts Teamster business representatives, Schoessling noted that "we have sixty thousand contracts and there are problems every day."

He also spoke briefly at the closing general session and expressed pride in the Teamsters Union: "Being a Teamster is something different. Servicing the membership is the name of the game."

Conference Director Williams told the CCT delegates in his report that the Area Conference would continue to concentrate on organizing the unorganized. The CCT membership currently is around the 700.000 mark.

Williams said there is a need to intensify organizing because there are great advantages in diversification. Also, he said, the union has the responsibility of responding to workers who want union representation.

There is the probability, said Williams who also is director of the IBT Freight Division, that because of deregulation the motor carrier industry may return to its dog-eat-dog jungle of more than 40 years ago.

He noted that Overnite, the nation's largest non-union trucking company, has cut its rates 10 percent systemwide to attack smaller companies. Once the small firms are knocked out, he implied, Overnite's rates undoubtedly would go back up.

At the close of the business sessions, Williams announced the opening of a general campaign to organize employees in the public service sector. The most prominent effort currently is a drive to represent 10,000 policemen in Chicago, Ill.

Another area ripe for organizing, said Williams, is the food processing industry. Several of the trade divisions in the workshop came up with individual organizing plans in their sectors.

Several speakers from the IBT headquarters appeared on the program. Among them was David Sweeney, legislative director, who recommended that political candidates seeking office in the coming general election should be considered solely by their stance on collective bargaining issues.

In general, said Sweeney, the labor movement has not done too well on Capitol Hill in the past dozen years. For that reason, he said, "We must help candidates who have stayed with us on strictly trade union issues."

Sweeney said the days of 100 percent pro-labor congressmen are a thing of the past. Nowadays, organized labor is lucky to get a congressman who will vote pro-labor six-often times.

He added: "There are a lot of zero-for-ten candidates running this fall. As responsible trade union leaders, you must help fight these zero-for-ten people."

The best way to help a political candidate, of course, is with campaign contributions. Sweeney asserted that if Teamsters Union members fail to raise more money through DRIVE, "we're in danger of going back to the pre-NLRB days" when anti-union conditions prevailed.

Sweeney urged the CCT delegates to encourage their local union members to contribute to DRIVE, to register to vote, and to publicize absentee voting laws in their respective states.

The CCT delegates heard Norman Weintraub, chief economist for the International Union, say flatly, "We're not in a recession—it's a depression."

He estimated that America's unemployment is half again higher than the official jobless rate now hovering around 8 percent.

Weintraub said the sad part is that not much is being done about it. The Council on Wage and Price Stability, for instance, is seldom heard of anymore. Meanwhile, the United States economy continues to sag.

The IBT economist discussed certain aspects of the deregulation law and detailed the International Union's efforts to get relief for jobless Teamsters under the Trade Act.

Weintraub said a major concern of the IBT is the effect deregulation will have on members working in the trucking industry. Already there are signs—with Wilson Freight and Johnson Motor Lines turning belly up—that more than a few companies will go out of business.

With some sarcasm, Weintraub said everything is not bleak in the U.S. economy: the oil companies are going great guns with the largest 17 corporations doubling their profits—led by Exxon's $2 billion—in the past six months.

R. V. Durham, director of the IBT safety and health department, emphasized the collective bargaining lever of safety and health in the workplace by noting that "in my experience, employers would rather deal with a union than the inspector from the Occupational Safety and Health Administration."

For that reason, Durham suggested, Teamster affiliates would do well to place greater emphasis on safety and health issues when organizing workers. He commented that every worksite has a safety or health problem for most unorganized workers and can be used as an issue.

Durham also gave the opinion, after heading the IBT safety and health department more than five years, that the best answers in this area are to be found in collective bargaining—that the "government can't do everything."

Durham related recent developments in safety and health legislation, federal agency regulations and court decisions. He suggested that more protective language is needed in contracts to insure "walk-around pay" for union members involved in safety inspections.

Jack Yarbrough, acting director of the Central States Pension Fund, spoke briefly about that program. He said the fund was actuarially sound and in compliance with federal law.

The Central States pension program now has an estimated $2.6 billion in assets. Its investment and actuarial rate of return is 8.9 percent.

Currently, the CSPF is dispensing $30 million a month to some 90,000 Teamster retirees or their beneficiaries, said Yarbrough. Last year, the total benefits amounted to $349 million and in 1980 the figure is expected to total $360 million.

Yarbrough said the pension program, put on a computer in 1975, is now operating from an entirely new data base developed in the past four years so as to provide the most accurate billing and collection of funds possible while recording participation and service on the job of Teamsters so affected.

Don Rodgers, director of the IBT department of energy and government relations, addressed the CCT delegates. He illustrated how problem areas affecting all Americans were tied together somewhat as links in a common chain.

He urged Teamsters, indeed all Americans, to play a greater role as citizens in demanding that government address itself to solutions rather than devising dreams in dealing with national problems.

David Previant, general counsel for the CCT, gave a lengthy legal report to the delegates at the conclusion of a meeting attended by attorneys representing Teamster affiliates in the Area Conference.

He brought his listeners up to date on the latest developments in labor law, court decisions and application of federal regulations as they relate to union affairs.

Previant remarked that the Department of Labor, responding to congressional committees who have expressed a desire for more material from that federal agency's "strike forces," has instituted new auditing procedures.

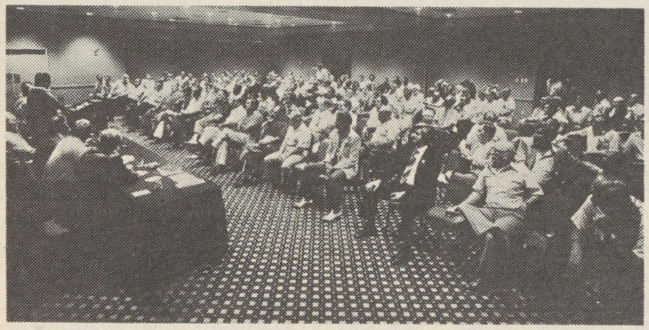
Divisional workshops were held both morning and afternoon throughout the course of the 4-day meeting. Division chairmen reported their findings during the final business session.

The trade divisions included: Brewery and Soft Drink; Dairy; National Motion Picture, TV and Trade Show; Airline; Bakery; Construction; United Parcel Serivce; Food Processing; Public Service; Safety and Health; Tank and Cement; Auto Transporters; Freight; Industrial, and Warehouse.

With Director Williams in attendance at the various trade division meetings daily were the other IBT vice presidents in the CCT: Harold Gibbons of St. Louis, Mo.; Robert Holmes of Detroit, Mich.; Louis Peick of Chicago, Ill., and Jackie Presser of Cleveland, Ohio.

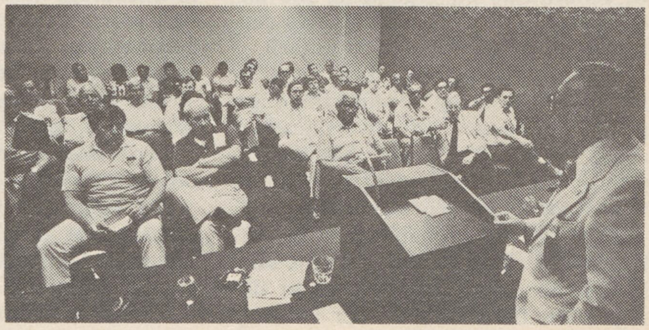
When ending the workshop meeting, Williams complimented the delegates because most of them attended several workshops—not just the workshops involving their own particular local union jurisdiction.

Sen. Thomas Eagleton of Missouri was unable to give the CCT meeting a welcoming address as scheduled because of a crucial vote in the U.S. Senate. Taking his place was Robert Harris of the National Mediation Board.



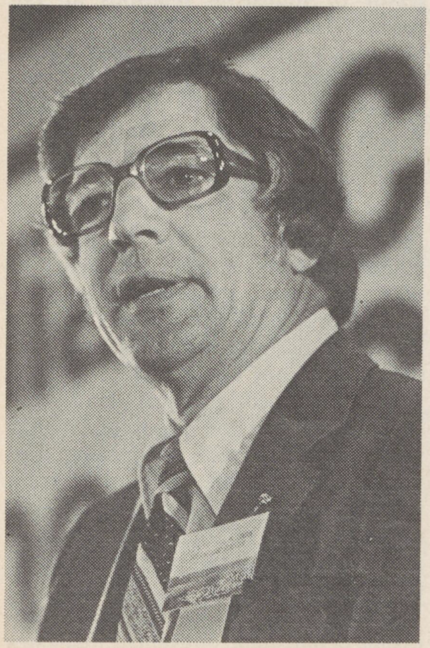
WORKSHOP SCENES

NTRAL CONFERENCE
OF TEAMSTERS
HYATT
REGENCY
KANSAS CITY



WELCOME
Second Biennial
Conference
July 28 1980
Canadian Conference of Teamsters
Conférence Canadienne des Teamsters
BIENVENUE
Deuxième Congrès
Biennal
28 Juillet 1980

'The 80s Will Be A Decade Of Progress,' Lawson Tells Delegates to Vancouver Convention



PROBLEMS OF workers which know no geographical boundaries were primary topics at the Second Biennial Conference of the Canadian Conference of Teamsters held last month in Vancouver, British Columbia.

This theme of common worker problems on the North American continent was set by Canadian Conference Director Edward Lawson in his report to delegates when he referred to "this period of wage and price controls, high inflation, high unemployment, and slower growth of economic activity."

While acknowledging the problems, Lawson struck an optimistic note in his report when he wrote, "The locals across Canada have managed to secure increased wages, improved working conditions, and substantial fringe benefits for our members in over 3,000 collective bargaining agreements that are among the best in Canada."

Stating that the Canadian Conference has put in place a sound administrative system, Lawson said that one of the major goals of the Conference for the 1980s will be to increase staff to enable the Conference to better organize the unorganized and also meet rapidly growing needs in the area of research, education, health and safety, government and human relations.

Teamster General President Frank E. Fitzsimmons, writing in the official report to the Conference, had high praise for the work of Canadian Teamsters since their last meeting in Quebec City two years ago. Said Fitzsimmons:

"Your accomplishments have not come easy during times of representing workers for justice and dignity on the job. With inflation and high unemployment plaguing world economies, you have experienced the tether of government controls over your negotiations as have your brothers and sisters in the United States.

"You have fought the forces of the status quo which adopt as their first principle the code that workers should 'know their place.' You have successfully overcome the traditional forces which would saddle workers not only with heavy toil but minimum reward for their labor."

Teamster General Secretary-Treasurer Ray Schoessling, addressing the first session of the Conference, declared that never has there been a greater need for unity among Teamsters everywhere to face up to the common enemy which he said is the multi-national company "whose only patriotism is to greater profit."

Schoessling declared that pride of national origin is important, but that unity across the Canadian-U.S. border is vitally necessary as workers in the two nations face company ownership with financial ties in both countries and as workers grapple with common problems of high joblessness, inflation and energy problems.

For guests from the United States, the first morning session of the Conference sounded much like rhetoric from a platform in the states.

Two speakers pitted philosophies of government against one another in what sounded like a state's right-federal government debate. It was, in fact, a debate on provincial vs. Canadian government involvement in Canadian problems with the world economy.

CANADIAN CONFERENCE

The Premier of British Columbia, William Bennett, led the argument that less federal government and more provincial leadership was the best approach to problems.

He was followed by Ray Perrault, government leader in the Canadian senate, who declared, "We can never achieve anything unless we work together."

Two staff members of the International Union addressed delegates on problems common to the two countries.

Director Lawson introduced IBT Legislative and Political Affairs Director David Sweeney with the admonishment that while trucking deregulation has passed in the United States, rumblings of the same fate are heard in Canada.

Sweeney reviewed the legislative history which led to the passage of the Motor Carriers Act of 1980 (trucking deregulation).

Sweeney noted that trucking deregulation has been on the back burner since the administration of Dwight D. Eisenhower, and that it was pushed over the top with the support of President Carter, following on the heels of deregulation of the airline industry.

Sweeney said that the key to survival under deregulation will be annual review of proper enforcement and future efforts to get labor protection in the law for workers adversely affected by deregulation.

R. V. Durham, director of safety and health for the International Union, noted that the problem of safety and health knows no geographical boundaries, stating that in 1977 Canadian workers experienced 11½ million lost days from job-related experiences and that job-related injuries are higher in Canada than in other industrialized nations.

He declared that many cancer deaths are job-related and that while the problems are the same, approaches are different in Canada than in the United States.

Durham maintained that the answer to safety and health lies in collective bargaining which will give quicker enforcement and flexibility since employers would rather deal with the union on the question than with the government. He said that members expect the union to protect them in the matter of job safety and health, and he noted that job safety is one of the best organizing tools when approaching unorganized workers.

Robert Baptiste, labor counsel for the IBT, spoke to delegates on legal matters in collective bargaining.

One of the most impressive presentations was that of W. 'Duke' Parrish, Conference director of human relations. Parrish spoke on the problem of alcoholism at the job site and its waste of human beings and its effect on worker productivity. Parrish heads a program of the Conference to establish alcohol programs in Canadian local unions and joint councils, and on employer cooperation in such programs which insures their success.

Providing comic relief to the serious discussions was John Crispo, professor of industrial relations at Toronto University. Crispo, a cross between a political satirist and a serious messenger, declared that Canada cannot solve any of its problems until it gets inflation under control which he tied to responsible fiscal and monetary management.

Crispo made a plea for all parts of the Canadian economy to pull together to solve current problems of high joblessness, inflation and energy-related problems. He noted Canada's bountiful natural resources and said they should not be abused.

He described political leadership in Canada as in the hands of lawyers with special interests to protect; millionaires with money to protect from taxes, and paupers who do better economically on political salaries than they would do in the private sector of the economy.

Pete Butler, of the IBT data processing department, presented delegates

Some of the speakers addressing delegates to the Canadian Conference included, in the top row, from left: IBT General Secretary-Treasurer Ray Schoessling; V.P.'s George Mock, Harold Gibbons, Roy Williams, M. E. Anderson; former WCT Directors Frank Brewster and Einar Mohn, and B.C. Premier William Bennett. Second row: Ray Perrault, Vancouver Mayor Jack Volrich, International staffers Walter Shea, David Sweeney, R. V. Durham, Robert Baptiste. Third row: IBT staffer Pete Butler, Prof. John Crispo, J.C. 36 Vice President Peter Wilson, Canadian Conference staffers Duke Parrish, Robert Robichaud and Ron Douglas. Above, a view of the delegates.

with the International Union's latest approach to reducing massive files to microfilming and the machinery available to accomplish the record keeping task.

Bill Grant, International Union organizing department, told delegates of the problems of organizing non-union workers in the deep south of the United States where so-called 'right-to-work' laws prevail. 'Right-to-work' laws enforce compulsory open shop and deny unions the right to negotiate union shop agreements in collective bargaining.

James McCamby, national director of Canadian building trades unions, told delegates that all international building trades unions are withholding per capita tax from the Canadian Labour Congress to protest the CLC's action in ignoring intrusions by industrial unions into traditional building trades jurisdiction.

Charles Connaghan, industrial relations consultant, addressed the Conference on a study he was commissioned to do for the federal government on industrial democracy in West Germany, particularly co-determination which places labor representatives on boards of directors of West German corporations.

Delegates also heard from Robert Robichaud, Conference research director, and from Ron Douglas, research director for Joint Council 36.

Attending the Conference from the International Union were IBT Vice Presidents George Mock, Harold Gibbons, Roy Williams who is director of the Central Conference, M. E. 'Andy' Anderson who is director of the Western Conference, Louis Peick, Arnie Weinmeister, and John Cleveland. Two former Western Conference Directors, Frank Brewster and Einar O. Mohn, were in attendance, as was Walter Shea, executive assistant to the general president.

Delegates were welcomed to the Conference by Vancouver Mayor Jack Volrich.

Those responsible for the success of the Conference served on the following committees:

BYLAWS: Edward Lawson; Frank Bain, Manitoba; Douglas Beuree, Nova Scotia; Joseph Contardi, Ontario; Frank DeVincentis, Quebec; Louis Lacroix, Quebec; Larry Martin, Alberta; Peter Moslinger, B.C.; James Phelan, Ontario; Charles Thibault, Ontario; and Peter Wilson, B.C. Wilson, vice president of Joint Council 36, served as temporary chairman of the Conference.

CREDENTIALS: Robert Wilson, chairman, Ontario; Leonard Dooley, Newfoundland; Gordon Hamilton, B.C.; Jack Hurd, Ontario. (The credentials committee reported 96 delegates, eleven alternates and 187 guests present at the Conference.)

RESOLUTIONS: Peter Wilson, chairman, B.C.; Ray Bartolotti, Ontario; Gerard Forget, Quebec; Bill Magwood, Alberta.

SERGEANTS-AT-ARMS: Ed Zimmerman, chairman, B.C.; Bun Brown, B.C.; Frank Gormley, B.C.; Ron Hall, Manitoba; Larry Hatch, B.C.; Gilles Laliberte, Quebec; John Malcolm, Ontario; Albert Marinelli, Ontario; John McCafferty, Ontario; Douglas Pardiac, Quebec; Wilf Permann, Alberta; Ken Steele, B.C.

Conference delegates adopted an amendment to bylaws which states that where no joint council exists and it is determined that there should be representation from that area, the policy committee shall have the power to select a policy committee member from that area.

Another resolution gives the local union executive board authority to designate a delegate to the Conference meeting when the principal officer of the local union is otherwise qualified as a delegate.

And delegates to the conference voted to increase per capita tax to the conference 15 cents in 1980 and 20 cents in 1981. Ten cents of the increase is to finance biennial meetings of the Conference. Delegates voted down a resolution to hold Conference sessions every four years instead of two, and voted the 10 cent increase to finance the meetings.

Canadian Teamsters Get A Progress Report on the Conference

In Vancouver, B.C., last month, delegates to the Canadian Conference of Teamsters' second gathering since its founding convention in March, 1976 received a progress report about the Conference and its divisions and a prospectus on its potential for growth in the 1980s. Since this report was bilingual, in both French and English, *International Teamster* is presenting excerpts from it this month as an update for our French-speaking brothers and sisters to the North.

MESSAGE FROM THE CANADIAN CONFERENCE DIRECTOR V.P. EDWARD M. LAWSON

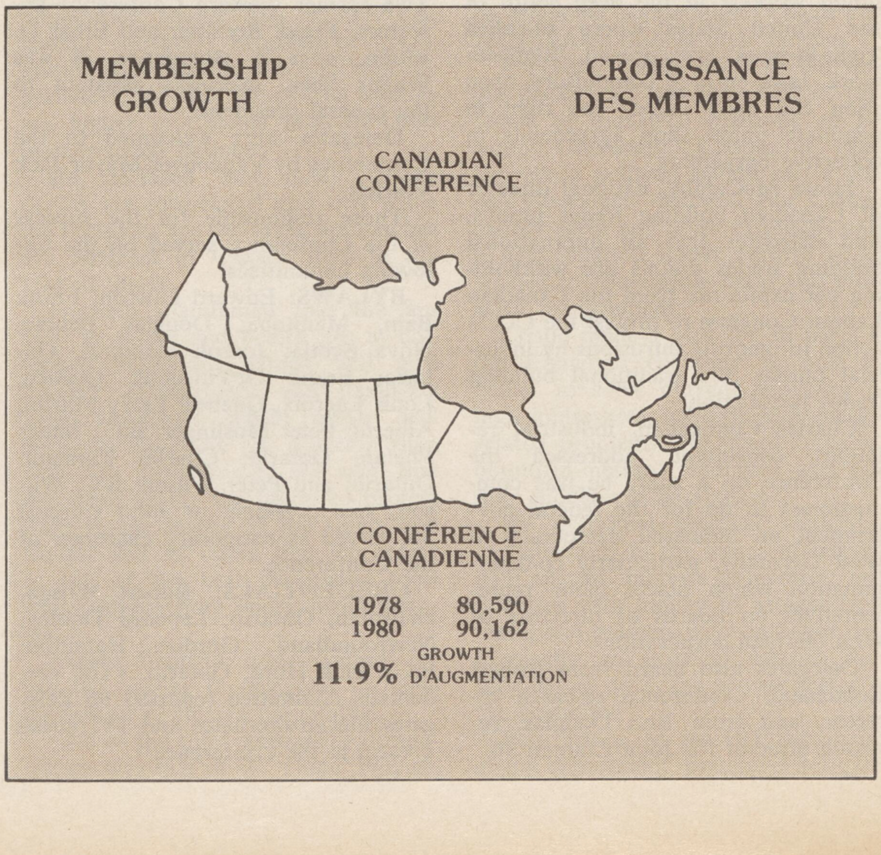
AS we embark into the 1980s, it seems appropriate that we gather together for this second Biennial Conference to assess our performance and progress and examine the challenges that lie ahead. In the two years since our last Biennial Conference in Quebec City, we have grown from a little over 80,000 members to more than 90,000 according to the latest quarterly membership figures. We can be proud of this phenomenal growth in spite of the adverse economic conditions that have afflicted our country during this time. Growth is not our only achievement through this period of wage and price controls, high inflation, high unemployment and slower growth of economic activity. The Locals across Canada have managed to secure increased wages, improved working conditions and substantial fringe benefits for our members in over 3,000 collective agreements that are among the best in Canada. The bottom line is that we have grown to be the best bread and butter union in Canada with the best agreements and the highest quality of service.

We have also put in place a sound administrative system with excellent programs and activities. We have a basic nucleus of organizers and representatives capable of handling difficult situations. One of our major goals for the 80s will be to see this staff increased to enable us to better carry on major organizing drives and also to meet our rapidly growing needs in the areas of research, education, health and safety, government and human relations.

Teamsters are involved in all major components of the Canadian economy, namely transportation, construction, manufacturing and services. Our members and our organization will be greatly involved in the developments we are anticipating for the 80s. The phenomenal growth taking place in Western Canada, the rationalization of industry in Ontario, the emerging stability of Quebec social and economic affairs and the development of new found resources in the Atlantic provinces will create an unprecedented potential to achieve significant and sustained gowth. Let us work together to make our great International Union bigger and better. With more people, increased financial resources and the collective will to grow and develop we will reach new peaks making us the fastest growing labour organization in Canada. The challenge is there; let's get to work.

MESSAGE DU DIRECTEUR DE LA CONFERÉNCE CANADIENNE V.P. EDWARD M. LAWSON

Comme nous nous embarquons dans les années 80, il semble approprié



que nous nous réunissions à ce deuxième congrès pour évaluer notre performance et notre progrès et que nous examinions les défis à relever. Durant les deux ans depuis notre dernier congrès biennial à Québec, nous avons grossi d'un peu plus de 80,000 membres à plus de 90,000 selon les dernières données trimestrielles. Nous pouvons être fier de cette croissance phénoménale malgré les conditions économiques difficles qui ont affligées notre pays durant ce temps. La croissance n'a pas été notre seule réalisation durant cette période de contrôles de prix et salaires, de forte inflation, de chômage élévé et de faible croissance de l'activité économique. Les Locaux à travers le Canada ont réussi à obtenir des salaires accrus, des conditions de travail améliorées et des bénéfices marginaux substantiels dans plus de 3,000 conventions collectives qui sont parmi les meilleures au Canada. En fait nous sommes devenu le meilleur syndicat "de pain et de beurre" au Canada avec les meilleurs contrats et la plus haute qualité de service.

Nous avons aussi mis en place un système administratif solide avec d'excellents programmes et activités. Nous avons un noyau de base d'organisateurs et de représentants capables de s'occuper de situations difficiles. Un de nos buts majeurs pour les années 80 sera de voir ce personnel augmenter afin de nous permettre de mieux participer à des campagnes d'organisation majeures et aussi de satisfaire nos besoins sans cesse croissants dans les domaines de la recherche, l'éducation, la santé et sécurité, les relations gouvernementaleds et humaines.

Les Teamsters sont impliqués dans tous les secteurs majeurs de l'économie canadienne, en particulier le transport, la construction, l'industrie manufacturière et les services. Nos membres et notre organisation seront grandement impliqués dans les développements que nous anticipons pour les années 80. La croissance phénoménale de l'Ouest canadien, la rationalisation de l'industrie ontarienne, la stabilité émergante des affaires économiques et sociales au Québec et le développement de nouvelles ressources dans les provinces atlantiques vont créer un potentiel sans précédent pour atteindre une croissance forte et soutenue. Travaillons ensemble pour rendre notre Union Internationale plus grosse en meilleure. Avec plus d'individus, des ressources financières accrues et la volonté collective de grossir et de se développer, nous atteindrons de nouveaux sommets, faisant de nous l'organisation ouvrière avec la plus forte croissance au Canada. Le défi est là; mettons-nous au travail.

PRIORITIES — GROWTH & SERVICE

Achieving sustained growth in the 1980s will require an expansion and rationalization of our organizing capabilities at all levels and in all regions. We have been very successful in this endeavor in recent years. But the uncertain economic climate, refined management tactics, a deteriorating legislative framework as reflected by the Michelin Bill in Nova Scotia, talks of deregulation of the transportation industry, right-to-work propaganda and other obstacles, will make it increasingly difficult to seek new membership in the years to come.

Organizing need not, and must not, take place at the expense of the Teamsters' obligations to our traditional membership. Bringing in new members goes hand in hand with providing quality service. Numerous resources are available to meet the challenge of providing our members with the best. Better service and better agreements will be the key to our success in attracting new members.

In the 80s the major test of the success of the Canadian Conference of Teamsters as a dynamic member of our great International Family will be our ability to grow in all parts of Canada. Collaboration, an efficient structure, the will to grow, and plain hard work will ensure our success.

PRIORITES — CROISSANCE ET SERVICE

Atteindre une croissance soutenue pendant les années 80 va demander une expansion et une rationalisation de notre capacité d'organiser à tous les niveaux et dans toutes les régions. Nous avons connu beaucoup de succès dans ce domaine au cours des dernières années. Mais le climat économique incertain, les tactiques rafinées des employeurs, l'environnement législatif qui se détériore, tel que reflété par la loi Michelin en Nouvelle-Ecosse, les démarches pour déréglementer l'industrie du transport, la propagande du "droit-au-travail" et autres obstacles, rendront nos efforts d'accroître nos effectifs de plus en plus difficiles au cours des années à venir.

Organiser ne doit pas se faire au détriment de l'obligation des Teamsters envers nos membres traditionnels. Amener de nouveaux membres va de pair avec la provision d'un service de qualité. Plusieures ressources sont disponibles pour atteindre le défi de donner à nous membres ce qu'il y a de mieux. Un meilleur service et de meilleurs contrats seront la clé de notre succès à attirer de nouveaux membres.

Dans les années 80, le test majeur du succès de la Conférence Canadienne des Teamsters en tant que membre dynamique de notre grande famille internationale sera notre habileté à croître dans toutes les régions du Canada. La collaboration, une structure efficace, la volonté de grossir et beaucoup de dur travail assureront notre succès.

BARGAINING AND CONTRACT ADMINISTRATION

The collective agreement is our main resource. With more than 90,000 members and 3,000 bargaining units, negotiating and administrating collective agreements is a major undertaking. Present and future economic uncertainties demand not only increasing vigilance to prevent the erosion of our members' standard of living, but also require that we explore innovative means of keeping Teamsters in the forefront of organized labor. Among the avenues to be pursued are universally accessible pension coverage, pre-paid legal assistance, paid educational leave and quality of work life improvements. The Teamsters are a recognized leader when it comes to breaking new ground in collective bargaining and we will continue to lead.

NEGOCIATION ET ADMINISTRATION DE CONTRAT

La convention collective est notre principale ressource. Avec plus de 90,000 membres et 3,000 unités de négociation, l'administration et la négociation de conventions collectives est une tâche majeure. L'incertitude économique actuelle et future requiert non seulement une vigilance accrue afin de prévenir l'érosion du niveau de vie de nos membres, mais requiert aussi que nous explorions des moyens imaginatifs afin de garder les Teamsters à l'avant-garde du monde ouvrier. Parmi les avenues à être poursuivies on retrouve une couverture de pension plus universellement accessible, l'assistance légale pré-payée, les congés éducationnels payés et les améliorations de la qualité de vie au travail. Les Teamsters sont un leader reconnu lorsqu'il faut innover dans la négociation collective et nous continuerons de mener.

REMEMBERING 'BLOODY FRIDAY'

A 40-HOUR WEEK, employer-paid pensions, health insurance, safety and health protection—Teamsters today tend to forget that these and other benefits brought about for workers by labor's demands didn't always exist.

But there's a group of veteran Teamsters out in Minneapolis who won't ever forget—because they gave their energy, their blood and some their lives to achieve the gains we enjoy today.

These Teamsters—all veterans of "Bloody Friday" and the Great Minneapolis Teamsters Strike of 1934—were honored recently at a picnic where their contributions to the labor movement were applauded and their recollections of how things used to be sought out.

So, on Labor Day, 1980—the one day of the year dedicated to workers—it seems appropriate that we look back with them on the events of that fateful year and realize how far we have come—together.

These Minnesota Teamster veterans remember exactly how hard it was to organize and negotiate those early contracts. At their gathering in Minneapolis, 75 survivors of Bloody Friday recollected their quest for dignity and a better life that precipitated that day of infamy and made Minneapolis once and for all a "union town."

The July 20th memorial picnic honored not just the veterans of that conflict, but marked the 46th anniversary of the darkest day of the 1934 Teamsters' strike and paid tribute to those who lost their lives or were wounded in the fierce battle with employers.

Attending the event were strike veterans, Teamsters from area local unions, Teamster officials, a host of local dignitaries, including Mayor Don Fraser, and many other guests.

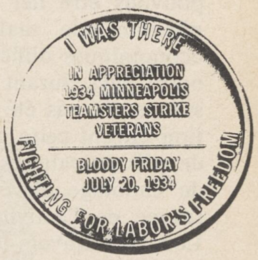
The day's program was emceed by Jack Jorgensen, Sr., president of Teamster Joint Council 32.

Sponsors for the commemorative program were Minnesota Teamster Joint Council No. 32, the Minnesota Teamster Retiree Club, the Labor Education Service at the University of Minnesota and the Minnesota Humanities Commission.

Under the trees at Minnehaha Park in Minneapolis, speakers took turns commending the workers who later recounted many of the events that took place back in 1934.

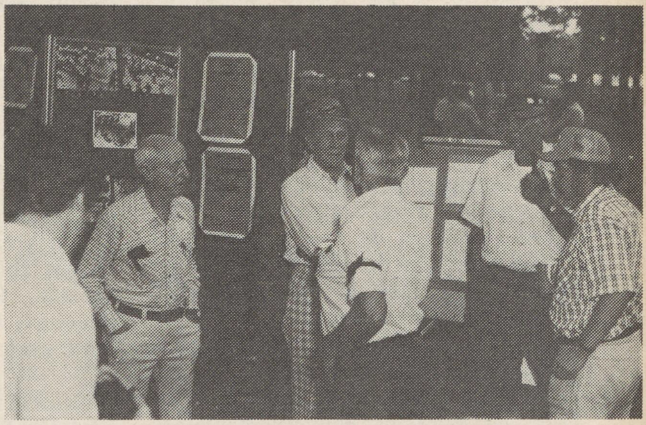
The turning point came on July 20, 1934, old-timers proudly remember. On that day, Bloody Friday, two members of a striking Teamsters Union local were killed and dozens were

In Grateful Recognition
1934 Teamsters Strike Veterans
Anniversary of
BLOODY FRIDAY JULY 20, 1934



Here, strike veterans assemble for the presentation of special medallions prepared for the occasion.

Here three strike veterans, Charlie Quinn (left), Harry DeBoer (center) and "Happy" Holstein (right) gather before a display of '34 strike memorabilia at the picnic.



Jack Jorgensen, Sr., president of Minnesota Teamster Joint Council 32, here chats with Freda Ness and William Ness, widow and son of Henry Ness, one of the two strikers who were slain in the '34 strike.

Events of the strike were recorded in the 1934 Strike Daily, The Organizer, which was on display at the picnic. Strike veterans wore red arm bands to distinguish them from other guests.

wounded in a fight with police and hired deputies, but the workers won their cause.

A desperate effort by thousands of workers during the depths of the Great Depression had broken the power of an iron-fisted employers' group that until that day had boasted that Minneapolis was not just a non-union town, but an *anti-union* town.

It brought more than 5,000 Teamsters recognition, job protection, the right to form a union—and contributed to the power the Teamsters possess today.

Life was tough in 1934, for the men who drove trucks and, even then, teams of horses for the huge distribution centers based in Minneapolis. Work was long, rough and poorly paid—when you could get it—and most of the time you couldn't get it. With drivers plentiful and loads scarce, employers didn't worry much about workers' problems.

Events began unfolding in March of that year when Teamsters who drove coal trucks in the area successfully negotiated a new contract by sticking tough after a strike during the coldest part of the year.

"We proved we could strike, and then keep working," said Harry DeBoer, a coal truck driver who later became an organizer for the Teamsters. "Workers came in droves down to the union hall to sign up."

The newly strengthened union drew up its demands for better wages and a union contract that would cover inside workers as well as drivers and presented them to employers.

"They didn't take us seriously. They didn't think we'd really go on strike, and they wouldn't talk to us. They said we didn't represent their men," retired Teamster veteran Shaun (Jack) Maloney said.

On May 17, the Teamsters began a general trucking strike to prove they did.

Things were peaceful for several days, and trucking was generally tied up throughout the city. The union relied on a system of "roving pickets" that had worked well during the coal strike; since trucking was not a stationary industry, strike headquarters maintained forces of pickets to send out immediately to any spot where goods were being hauled.

Maloney and his picket squad were among those who showed up in the market area north of Hennepin Avenue several days into the strike in response to a report that some trucks were being loaded at a produce company.

"Our leaders had said, 'Don't carry weapons and don't provoke no beefs,' " said Maloney. "We were arguing with the police for protecting those trucks, and on some sort of order, the police suddenly started clubbing us. I was knocked unconscious and dragged into the warehouse with some others to wait for the paddy wagon to pick us up."

This time the employers had hired 1,500 "deputies" to bolster police forces.

"They gave 'em baseball bats to break the skulls of the strikers," said Harry DeBoer.

Maloney escaped as he was being loaded into the paddy wagon, and escaped again later when the hospital tried to hold him for police after putting 18 stitches in his head.

He was back in action the next day, when angry strikers armed with clubs confronted police and citizen deputies and routed them. "A lot of us weren't going to take a whipping the second time. I, for one, wasn't."

After days of negotiation, Gov. Floyd B. Olson forced a compromise that ended the strike. But that settlement held up only a month, when things heated up with union charges that the employers were not following the agreement. The Teamsters struck again on July 17.

The trouble on Bloody Friday again started with a truck being loaded, this time from a warehouse in the city's wholesale grocery district. On the morning of July 20, the Teamsters received word that the employers were going to try something at a warehouse in the Marketplace.

About 5,000 pickets headed out to see what would happen.

"We went running down there and saw this truck backed up to a platform on Third St.," said Ben Koski, a former member of the Teamsters who was shot five times that day as he was running through the streets. He still carries two pellets in his leg fired from a policeman's shotgun as he and other union members tried to stop a truck from carrying a load out of a warehouse.

"Well, nothing happened for a long time. Then they opened the door (to the warehouse) and they threw in a couple of boxes (inside the truck). Then the police started shooting."

A group of Teamsters drove up with a dump truck to try to block the streets and the other truck from leaving.

Police fired inside the dump truck, which was filled with Teamsters, and killed two—Henry Ness and John Belor, both strikers.

Maloney remembers running through an alley toward the commotion with picket captain Harry DeBoer and Koski. As they rounded the corner heading toward the truck, "a cop down on one knee fired and got all of us. Harry got four inches blown out of his leg, Koski nearly got his hand severed, and I got lacerated in the mid-section," said Maloney. "Fortunately for me, I got what was left of the charge that hit Harry so I wasn't too severely hurt. Harry was in the hospital for months," Maloney recalled.

Martial law was declared that day, and federal mediators sent from Washington sat down with the employers and the union to negotiate a settlement.

The union had won the strike. In August the Teamsters voted in a contract that gave them an hourly wage of 52½ cents an hour for drivers, and 42½ cents an hour for inside workers. They also won job security and respect, said Koski.

No longer could employers fire a man "because they didn't like the way he looked. They had to have reason," he said.

The employers' group, called the Citizens Alliance and made up of bankers, and trucking line owners, never regained its power after that day, said Chris Miller, a labor history researcher with the University of Minnesota who has spent the last year and a half interviewing about 20 strikers about the events at that strike.

"And that changed Minneapolis from a fiercely antiunion town to a union town," she said.

The Teamsters' victory spurred them to organize the rest of the North and Midwest. They even organized the over-the-road truck drivers.

Maloney, an activist in the strike as a young team and truck driver, returned to Minneapolis from his Seattle home to participate in the July 20 picnic and panel discussion.

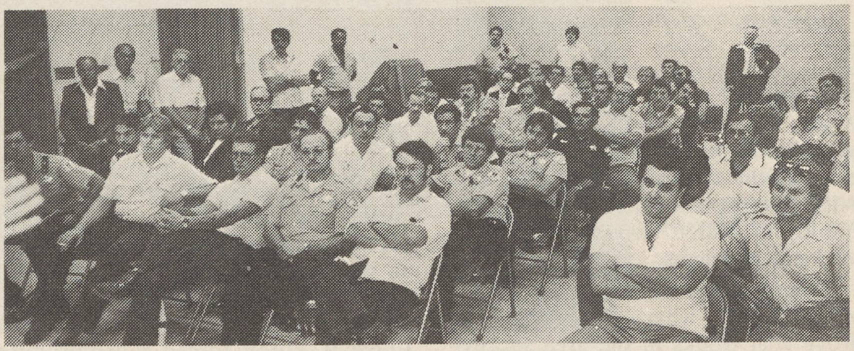
In addition to exchanging tales at the picnic, there was a memorial service for the two strikers slain on Bloody Friday, a special ceremony honoring all 1934 strike veterans, musical entertainment provided by the Harry Blons Band and an interesting display of old strike photos, the strike newspaper, and other memorabilia.

And by the time the picnic was over, it's sure that everyone attending left with a better understanding not only of labor's long struggle to win workers economic justice, but of the suffering some Teamsters and other unionists were willing to endure to help their brothers and sisters forge a group they could envision, but never really hoped to attain in those days.

POLICE DESERVE A TEAMSTER CONTRACT

TEAMSTERS JOINT COUNCIL 25
LAW ENFORCEMENT DIVISION

THEY'LL GET THEIR CHANCE TO GO TEAMSTER



District representatives bringing the Teamsters' message to 10,000 Chicago police officers hear a report on the rules governing the election for bargaining representation.

"THE Teamsters got us the election."

That was the reaction among 10,000 Chicago police officers below the rank of sergeant when Mayor Jane Byrne and Police Superintendent Richard J. Brzeczek announced recently that the American Arbitration Association will conduct long-awaited representation balloting soon.

The action followed a request from Louis F. Peick, president of Teamster Joint Council No. 25, to Mayor Byrne last March to set up procedures for a vote by police officers for bargaining representative.

At that time, more than 3,300 police officers had signed cards authorizing Joint Council 25's Law Enforcement Division to act as their collective bargaining representative. Peick pointed out that the number of authorization cards was above the 30 percent of the bargaining unit which is required in National Labor Relations Board elections.

The Teamsters' Law Enforcement Division was established on April 25, 1979, when police officers, divided among many organizations, asked the Teamsters "to get us together."

The Teamsters as far back as 1976 urged all of the organizations of police officers to unite for the purpose of developing a union that would represent all those below the rank of sergeant. This effort was rejected by the leaders of the other organizations. The police officers then requested the Teamsters to help them establish a strong and effective union.

The turn to the Teamsters was made possible by a 100-member committee of district representatives, police officers who were convinced that they needed a strong and effective union with a track record of solid accomplishments for the members and their families.

While the five other organizations seeking places on the ballot still were struggling to get the 1,000 authorization cards or petition signatures required under the rules established by the city, the Teamsters had more than enough cards to put on the table.

William T. Hogan, Jr., chairman of the Law Enforcement Division of Joint Council 25, said the police officers are impressed with the program developed by their own organizing committee in cooperation with the Teamsters, including:

- Their own local union, election of their own officers and the determination of their own policies.
- Complete cooperation of all units of the International Brotherhood of Teamsters, with expert, professional staff to assist the police officers.
- Protection of the police officers' pension plan from inclusion into Social Security.
- Around-the-clock legal services . . . the best available.
- The Teamsters' pledge not to call, condone or participate in strike action by police officers. The Teamsters' Law Enforcement Division will work with the police officers' local union to negotiate no-strike, no-lockout clauses in the agreement between the union and the city.
- Top priority status in negotiations, as requested by police officers, for cost-of-living adjustments in salaries, employer-paid dental and optical coverage, including police officers about to retire and coverage after retirement.
- Grievance procedures, including binding arbitration.

"That is just part of the program developed by the police officers," Hogan said. "When they get to the bargaining table after the Teamsters have won the election, the negotiations will be handled professionally, not through the media. Members will be kept informed at all stages. There will be a secret ballot vote on proposals. They will solicit and use all the help they can get from the responsible leadership of labor."

Hogan said that police officers now in the bargaining unit will not pay dues until they get a contract they approve by secret vote.

The movement to the Teamsters is growing, according to Hogan, in the face of media attacks on the Teamsters initiated by some of the other organizations.

"They know the Teamsters are responsible for getting police officers the right to vote for their own bargaining representatives," Hogen said. "They know they can't compete with the services and strong contract we can help police officers achieve with the Teamsters."

Now all that's left is the voting, and if Chicago's finest go Teamster, they can be assured of the best representation available to workers today!

A Seminar in the Tidewater Area

TEAMSTER Local 822 in Norfolk, Va. recently conducted the latest in a successful series of seminars for local union stewards, with the assistance of the IBT Research and Education Department.

With Local 822 President Ernest Hines presiding, the local's stewards participated in a day-long program designed to provide them with the representation skills they need to meet the diversified needs of the members they represent.

Since a broad cross section of workers in Virginia is represented by Local 822, stewards gathering came from many diverse industries.

Some of these included: Anheuser Busch, C&J Commercial Driveaway, Grand Union and Colonial Stores, Gwaltney, Hemingway, Preston, Roadway Express and a number of other area trucking companies, Salder Materials Cement, Tidewater Macke Co., Tidewater Wholesale and United Parcel Service, to name a few.

Hines and other local union officers and business agents were pleased by the attendance at the weekend session.

Instructors from the International's Research and Education Department conducted the program, using class materials prepared by the department staff.

And stewards took an active part in the class exercises, lending their experience to each other.

At the completion of the program, President Hines awarded each steward a certificate of completion, something that they can gaze on proudly, since it reflects their deep interest in better representing their brothers and sisters on the job.

Here, stewards attending Local 822's seminar pose outside their Norfolk, Va. union hall. Seated from left to right are: Local 822 President Ernest Hines; Marshall Hart, recording secretary and business agent; Robert Sims, Eastern Conference of Teamsters' representative; and Alvin Hathoway, vice president and business agent.

Teamster Leader To Head New IBT Industrial Division

Joseph Konowe

THE International Brotherhood of Teamsters announced recently that Joseph Konowe, an International general organizer and secretary-treasurer of Teamster Local 210 in New York City, has been named Director of the Teamsters' new Industrial Trade Division.

The new division, established by action of the Teamsters general executive board at its April, 1980 session, will serve the needs of one of the fastest growing segments of the Teamster membership—workers whose jobs lie in the industrial plants and factories of this country.

As director, Konowe will be coordinating activities between members in the field and at various locals with officers at International headquarters.

Konowe, 67, an active unionist for more than 50 years, first joined Local 338 of the Grocery Clerks Union in the old CIO at the age of 17 when he helped organize delivery boys with whom he worked in 1930.

In 1953, as secretary-treasurer of his local union, he sought and obtained a Teamster charter and brought his members into our ranks.

Showing the same enthusiasm for his new union, as a Teamster Konowe has served in a variety of roles, ranging from regional director for New York City to administrative assistant at headquarters to his present role as a general organizer.

Konowe also has been elected to some nine consecutive terms as secretary-treasurer of Teamster Local 210 in New York.

The Teamster veteran currently serves also as a trustee of Teamster Joint Council 16 in New York City and is an executive board member of the National Warehouse Division.

In recent years, Konowe has begun a new chapter in his life, during his leisure hours. In 1971, at the age of 58, he enrolled as an undergraduate student at Empire State Labor College and since then, has completed both undergraduate and master's degree programs.

In 1978, he became an instructor of courses for labor students at Empire State College where he currently teaches courses related to labor, such as collective bargaining and arbitration.

With his wealth of experience, he is expected to ably bring the fledgling industrial division to the same stature that other IBT divisions have grown to enjoy over the years.

IBT Scholarship Application Due

Applications for the 1980-1981 college scholarships are being accepted and should be submitted no later than November 30, 1980.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1981. These items should not be sent before the application form is accepted and acknowledged.

Financial Aid Form: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1981 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of 15 days.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than December 13, 1980 for the American College Test and no later than January 24, 1981 for the Scholastic Aptitude Test. The registration closing dates for these two tests are November 14, 1980 and January 2, 1981, respectively. Applicants who choose to take the American College Test on February 14, 1981 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1981. No extensions to the Scholarship Fund deadline of February 28, 1981 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1981. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1981. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1980-1981 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1980. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1980 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1980 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001. This information is sent automatically to all who submit application forms.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1980-1981 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1980. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST (Do not include Jr., II or III with your last name)

☐☐☐☐☐☐☐☐☐☐ ☐
FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE

☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________
month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
Name ______________________
Address ______________________
____

7. Expected date of high school graduation ______________________ 1981
month

8. Early Admission Students:

☐ **Check here if you are entering college on a full time basis in 1981 *without* completing high school. All early admission students are required to attach the following to his application:**

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. **Canadian Students: In 1981 I will complete (Check one):**
☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once.
Do not apply until your last year of high school.

10. What college do you plan to attend?
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	City, State
First choice		
Second choice		

11. Full name of Teamster parent ______________________________
(please print)

Living ________ Deceased ________

Relationship (please check)

Parent's employer's name and address:

____

____

____

- ____ a. Father
- ____ b. Mother
- ____ c. Step-father*
- ____ d. Step-mother*
- ____ e. Guardian*
- ____ f. Other—specify relationship:* ______________________________

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ______________________________ Date ______________
Teamster member

Signed ______________________________ Date ______________
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
Signed—Teamster member

Subscribed and sworn to before me this ______________ day of ______________ 1980 in

the City (County) of ______________ in the State of ______________.

____
(Notary Public)

My commission expires ______________________________

Seal

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT WITHIN THREE WORKING DAYS AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. **Teamster Local Union Number** ______________________________

Address ______________________________

15. **Area Conference Affiliation (check one):**

☐ **Canadian** ☐ **Central** ☐ **Eastern** ☐ **Southern** ☐ **Western**

16. *Members Ledger Number ______________ or Social Security Number ______________

I hereby certify that the Teamster member named in Item 11 whose ledger or Social Security number appears above is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check appropriate letter below):

a. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1980.

b. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her retirement.

c. _____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her death.

d. _____ since ______________ (date after Nov. 30, 1979) after depositing his or her withdrawal card which was taken on ______________, and that during the twelve consecutive months prior to his or her withdrawal he or she was not an officer or employee of this Local Union and was not suspended from membership.

e. _____ since ______________ (date after Nov. 30, 1979) after his or her transfer from Local Union ______________. Forward this application to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

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* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number ____________ or Social Security Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from ____________, 19______ until his withdrawal on ____________, 19______.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid ____________.

21. Signature of Secretary-Treasurer:

____

____
Teamster Local Union Number

____
date

20.

Local Union Seal

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number ____________ or Social Security Number ____________, was not an officer or employee of this Local Union and was not suspended from membership from ____________, 19______ until his withdrawal on ____________, 19______.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid ____________.

24. Signature of Secretary-Treasurer:

____

____
Teamster Local Union Number

____
date

23.

Local Union Seal

* * * * * * * * * * * * * * * * * * * *

**ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE
FORWARD THIS APPLICATION DIRECTLY TO THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001**

Decker's Big Test

Loyalty was more than a word to Bill Decker. It was his nature to translate this diamond of his character into action daily. For that reason, he often committed what appeared to be unreasonable acts.

There was the time he drove his tractor-trailer into the terminal yard and saw a pal pounding a candy vending machine set near the loading dock. Mechanical wonders were a new vogue in the 1930's. The machines did not always operate perfectly.

Decker, amused by the war between man and metal, called from his cab, "Who's winning?"

The pal looked up. There was anger and frustration on his face. He said, "This thing's beating me for a nickel."

Bill Decker decided instantly to help his friend. "Get out of the way," he said. "I'll get your nickel—or a candy bar!"

With that, Decker maneuvered his rig as if to back to the dock. Instead, the trailer's rear swerved into the candy machine with a crunch. When the glass stopped tinkling, there were candy bars and nickels everywhere. The vendor leaned bent and mangled. Decker pulled away and then reversed to park his trailer at the dock.

The boss appeared within moments. He watched Decker's pal select a couple of candy bars and then stroll away. Then the boss watched Decker step down from the tractor cab.

"What're you going to do about that?" growled the boss to Decker, nodding at the ruined vending machine.

Bill Decker, a round-shouldered man in his twenties, had an impish grin. He studied the junk he had just created. He knew that the boss knew—for all anyone else knew—that it could have been an accident. He looked the boss straight in the eye and said:

"I'm not going to do a damn thing about it because I don't own the machine. Let the guy who owns the machine worry about it."

The boss knew it was futile to argue with Decker's logic. The boss shook his head, turned around, and walked into the office. As if thinking once again: Truck drivers are crazy.

Decker changed jobs soon after the candy machine incident. It was 1938 and he had been a member of Teamster Local 200 in Milwaukee, Wisconsin, for two years. Times were tough in the Great Depression era and Bill Decker could not afford to be choosy about employment.

He went to work for a non-union company known as Midwest Distilling. A boyhood friend named Harvey Wallerman, a driver, had told Decker about the company's need for another over-the-road man.

Midwest Distilling was a rectifying plant. It commenced business when Prohibition ended in late 1933. The whiskey was hauled by truck from Peoria and Pekin in Illinois and bottled in Milwaukee. The company also received rail tank cars of wine for transfer to 50-gallon barrels.

There were four truck drivers, a couple of office girls and eight women on a bottle production line at Midwest. The cheap booze was distributed to rough-and-tumble saloons and liquor stores in run-down neighborhoods.

Bill Decker, Wallerman and the other two drivers hauled the distilled spirits to Superior, Stevens Point, Green Bay, Oshkosh and other large cities in Wisconsin. The pay was low. The drivers received $15 a week, putting in 70 and 80 hours, while union drivers elsewhere were getting $37.50 for the same labor.

"Look," said the impulsive Decker to Wallerman one day. "Let's cut out this baloney. Let's get something done here in the way of a union. The other two drivers will have to follow us. Where'll they go?"

"I'll go along with that," said Wallerman.

Decker and his partner approached their co-drivers in the garage. The men were unsure. They wanted to work without commotion. Decker finally persuaded them to opt for unionism. He telephoned a business agent at Local 200. The agent came and talked with the owner of Midwest Distilling.

The employer was both reasonable and sensible. He signed a 3-year union contract covering the four drivers. Their pay more than doubled overnight.

Bill Decker was happy. He had tasted his first organizing success and liked it. It was a heady accomplishment for a young fellow who had never gone beyond the 9th grade in school.

HE CONTINUED DRIVING for Midwest Distilling another six months. Then Bill Decker, with a wanderlust heart, began moving around. Part of the reason for his mobility was that employers often tired of Decker's spur-of-the-moment pranks.

Remaining a member of Teamster Local 200, Decker drove over-the-road and city cartage as well for Gateway, Glendenning, TransAmerican, and then back to Glendenning. In slack periods he ran a taxi in Milwaukee. Always, he remembered fondly the modest organizing victory at Midwest. Once he tried to sign Milwaukee cab drivers into the union but failed.

Decker's real test was yet to come. He went to work for Standard Transport Lines in 1939. The Milwaukee-based company was a sleeper operation running from Wisconsin south into the central states. Standard was non-union. Some 30 drivers received $15 a week and helpers $12 for 75 hours' work and more. Far below union scale.

Decker, having proven himself a loyal union member, was a plant. Local 200 encouraged him to go to Standard with the idea of organizing the company. It did not take long for Bill to discover that the drivers were ripe for unionism.

Standard's road men received no mileage allowance or overtime pay. They had to grease and oil their equipment on Sundays. But the bad news was the dozen 'owner-operators' recruited by Standard Transport.

They were not owner-operators in the customary sense. They were poor farm boys from northern Wisconsin and had been lured to Milwaukee by Standard's newspaper ads. The truckline, loaning them the money, promised them a million bucks in profits if they bought tractors and came to work only for Standard. The employer, of course, was in cahoots with the truck dealership.

When the farmers had been driving a couple of months—pleased with their new-found wealth—the company suddenly began withholding freight or giving them low-profit cargo and deadhead runs.

Soon the farm boys lost their equipment by repossession. The truckline owner then paid off the debt and got a new piece of equipment for his fleet. The farm boys, one by one, went home busted.

The vicious operation made Bill Decker seethe.

BILL COMMENCED his organizing campaign about three months after going to work at Standard Transport. It took him that long to uncover the company's secrets and assess potential union interest.

Most of the for-hire drivers responded readily to Decker's persuasions. A couple of them became first-rate disciples and lent assistance. It was the 'owner-operators' that proved to be the biggest hurdle.

For one thing, the company owner was now aware of the union threat. He began courting the farmers and reminding them of the millions of dollars still waiting in the sky. The talk of the boss, plus the weight of monthly payments on tractors, made the farm boys reluctant to join the union. As one of them told Decker, "We can't afford to go on strike."

Decker answered: "You aren't going to make payments on your tractor very long anyway. The old man is going to cut your throat, give you less paying freight, and you're going to wind up losing the truck anyway. You might as well strike for a while, if we have to—and I'm not saying we will. Maybe you can wind up paying for the truck and keeping it. If you're lucky."

Meanwhile, the owner of Standard Transport made an error. Even as he kept jawing at his owner-operators, demanding their loyalty, he kept jabbing them in freight assignments. He succeeded in this by keeping the farm boys ignorant of terminal activity; having them telephone into the office for assignments whenever they entered the Milwaukee suburbs. The maneuver also kept the owner-operators away from the terminal where Decker and friends were waiting with their union talk. The unionists knew what was happening, thanks to a sympathetic woman working in the freight office.

It was inevitable that such company policy would develop a situation of great opportunity for Decker and friends. It came: One of the farm boys was about to have his tractor repossessed.

Decker heard about it and devised one of his hasty solutions. He drove the tractor into the country, parked it alongside a friendly farmer's barn, and covered it with hay so the finance company could not find it.

The maneuver impressed the owner-operators and brought them around.

SOON IT WAS APPARENT to the owner of Standard Transport that unionism was rampant in his operation. There was no way to side-step the aspiring Teamsters. He sent word to Bill Decker to visit the office

Decker and two other drivers arrived at the appointed time. The boss, a man in his mid-forties, came to the point instantly. He said, "Look, fellas. I can't afford higher wages."

Decker replied: "Well, then you'd better close the place and let somebody take it over who can afford to pay union wages."

The boss said nothing.

"Close the doors," Decker rubbed it in. "Somebody will pick it up. If you can't pay a living wage, then close up. Why should everybody starve to death?"

"I'll just have to sell the business."

Decker had heard such empty threats before. He said: "Sell it, then. Who cares? I don't care who I work for so long as I get my money."

The boss was boxed by his own words. He ended the conversation: "Then that's the way it's going to be, fellas. There's nothing more I can say to you."

Everybody went out on the strike.

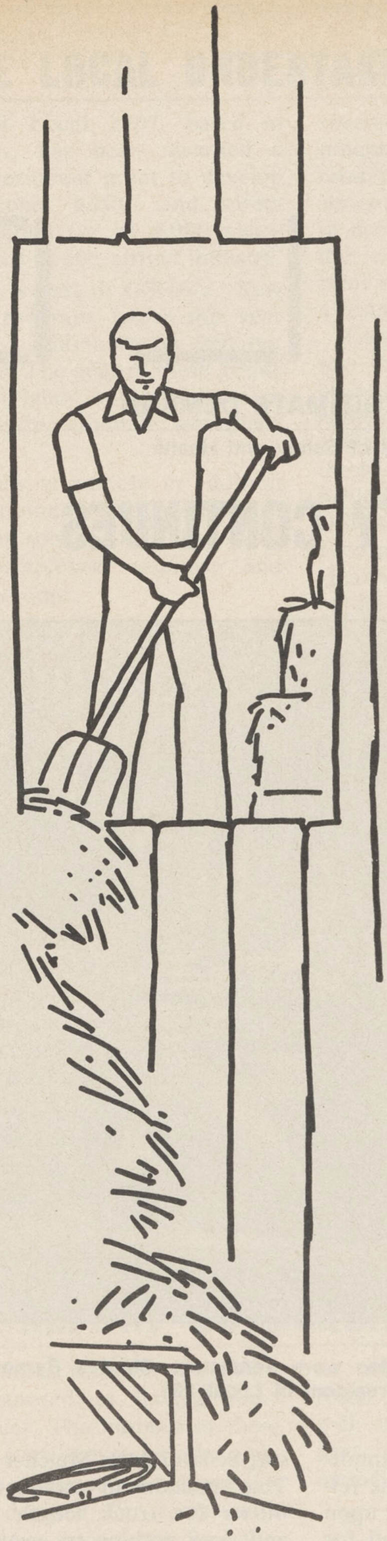
Decker, with the aid of business agents from Local 200, maintained a 24-hour picketline. A handful of the farm boys, panicked by fears of bankruptcy, tried to cheat; they received good advice from Decker's crew.

Three days later, the owner of Standard Transport walked across the yard to the gate. He announced to whoever wanted to listen: "Okay, fellas. If you'll come back to work, I'll sign the contract."

"Fine," Decker answered. "Let's get it signed right away."

The agreement was put together immediately. It more than doubled pay, set mileage rates, established hours, and included flat wages for the owner-operators whether they drove or not.

The victory won by Decker and his unionists took the fun out of the business for the employer who relished



flim-flamming his workers but could no longer do so. A year and a half later, the man sold his company, bought a farm, and retired from trucking forever.

TEAMSTER LOCAL 200 conducted other organizing campaigns in the years that followed and Bill Decker participated in many of them. He never held union office but served as a steward over an 18-year period.

Except for some time during World War II, Decker remained in Milwaukee. As a transfer member to Chicago-based Local 710, he drove over-the-road for Cooper-Jarrett from 1943 through 1945. His run was the Windy City to Hoboken, New Jersey. Decker was over-age for the military draft and so did not go to war.

His last employer was Spector Freight System, Inc., where he worked 23 years. In 1972, Decker suffered a series of heart attacks, the third one occurring while he was undergoing an examination in Local 200's health clinic. Open-heart surgery was necessary. Eventually Decker returned to work.

In 1974, Decker injured his back in a slip from the tractor cab. Doctors said he needed spinal surgery but, because of his heart history, would not do it. Decker never returned to the job. His driving totaled more than three million miles and boasted a good safety record.

Bill Decker's road career began when he was 16 years old. He got a part-time job driving a newspaper truck for the Milwaukee *Sentinel* in 1930. He liked it so much he dropped out of high school to work full-time. He stayed with the *Sentinel* until he got married and began driving for the Milwaukee Truck Service in 1936.

The truck line already was under contract to Local 200 and Decker became a Teamster in good standing. He took to unionism right away. As he explained to a friend years later: "I thought it was great. They proved they could back me up and when that happens, you've got a winner."

Today, Decker feels he came a long way for a kid who lost his parents at the age of three. Bill, born in South Beloit, Illinois, in 1914, was raised by his grandparents. Now he has two sons and a daughter of his own. One boy is a Teamster.

* * *

ASIDE FROM NEEDLING *the officers at the Local 200 headquarters which he visits occasionally, Bill Decker stays busy in retirement. His main hobby is a 24-foot cruiser that he keeps at Chain O'Lakes across the state line in Illinois. He likes to fish and tow water-skiers. In the winter, he visits friends in Florida.*

Finances are no problem for Decker and his wife, Pat. His Central States pension is $550 a month and Mrs. Decker works as an accountant. Social Security completes the family income. One son is in college.

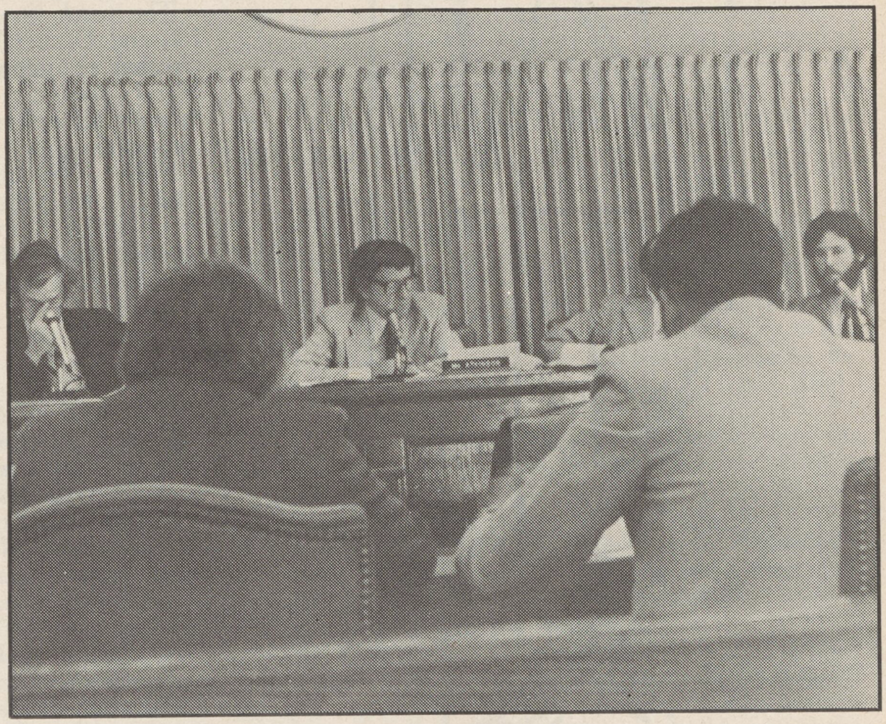
Bill Decker misses his Teamster activity more than he is willing to admit. As a member, he attended every meeting permitted by his driving schedule. Once in a while he would stand up and voice his opinion. Sometimes he made sense. Other times he enjoyed the raucous, good-natured suggestions from brother members to sit down and shut up.

Decker remains an incorrigible prankster and people are on guard when he is around. But he has serious moments, too. "The Teamsters Union is the greatest organization in the world," according to Bill. "If you stick with the Teamsters, I'll guarantee you'll never get hurt."

It is his opinion that the International Union is going to become even greater because of the "beautiful contracts." He believes working people are becoming more aware of the value of unions.

As for himself, Decker sums it in this way: "The union has been good to me all these years. I've made a good living and have a nice pension out of it—which I never dreamed in the beginning that I would have."

DEBATE ON TRUCK SAFETY CONTINUES



Testifying before the subcommittee were Teamsters Charles Byrnes, president of Local 249, and Jack Frazier, president of Local 261.

THE truck safety debate went on the road last month, as members of the House Surface Transportation Subcommittee conducted a field hearing on motor carrier safety in Pittsburgh.

In recent months Pennsylvania has seen a number of very serious commercial truck accidents, including one this spring in which a tractor-trailer rig lost its brakes while descending a steep hill on the outskirts of Pittsburgh and crashed into a bank, killing several people.

With this tragedy still fresh in mind, two Pennsylvania congressmen heard testimony on a variety of safety issues facing the trucking industry. Representatives Doug Walgren of Pittsburgh and Gene Atkinson of Aliquippa listened intently as various groups voiced their concerns and suggestions for improvement.

The Teamsters Union was well represented by a group which included two local union presidents. Charles Byrnes, president of Local 249 in Pittsburgh, and Jack Frazier, president of Local 261 in New Castle were accompanied by Pete Rawlins, a business agent from Local 299 in Detroit, and Ed Clark, shop steward at Interstate.

Byrnes and company told the congressmen the truck driver's side of the safety story. The Teamsters told of long hours driving equipment that didn't provide enough seating room for a driver to fit behind the wheel. When Byrnes mentioned that drivers need matched first line tires on the steering axle, one congressman couldn't believe that all carriers didn't voluntarily specify such equipment. "That's just common sense," he said.

Extensive testimony was also heard on S. 1390, the Senate passed "Commercial Motor Vehicle Safety Act of 1980." With the bill now in committee in the House, Byrnes and his fellow Teamsters tried to impress upon the congressmen the urgent need for this legislation.

Several key points in the bill were discussed at length, including the "whistle-blower" protection provision, which would protect employees from retaliation by an angry employer when they file safety complaints.

The one section of the bill which drew strong criticism was the length and weight amendment added by the Senate—the so-called "Melcher Amendment"—named after its sponsor, Senator John Melcher (D.-Mont.). This amendment sets national *minimums* for truck length and weight and does nothing to ensure adequate room in the truck cab for the driver. Byrnes explained how such a provision would work against increased safety.

The Teamster testifiers felt the hearings were productive. At least two members of Congress returned to Washington after the Democratic Convention with a better understanding of the safety problems in the trucking industry. What action those Congressmen take is now up to them.

AIRLINE LOCAL UNDERTAKES SAFETY PROGRAM

TEAMSTER Local 2707, based in Los Angeles, has been awarded a $30,000 government grant to develop an occupational health and safety training program for its 8,000 members employed in the airline industry.

The grant is part of OSHA's "New Directions" program, which this year awarded $3.5 million to 66 different organizations. The goal of these grants is to inform labor and management of new ways to eliminate workplace hazards.

The 66 new grants are in addition to 82 continuing grants awarded in 1979, totaling some $11 million in assistance to employee, employer and educational groups.

Nancy Garcia, health and safety director for Local 2707, says the grant money will be used to start up several new programs. A hazard documentation reporting system will be established, business agents and shop stewards will receive detailed training in occupational safety and health and the entire membership will receive basic safety and health information as a result of the OSHA funding.

Competition for the grant money was intense. Local 2707 was one of 66 recipients chosen from among 232 applicants.

General President Fitzsimmons threw the weight of the International behind Local 2707 in a letter to OSHA's head, Dr. Eula Bingham. Fitzsimmons called the Safety and Health Department at the local, "a model of the IBT's commitment to the well-being of its members." He went on to say, "We feel that the program which Local 2707 has proposed . . . cannot help but compliment and enhance the efforts and contributions that the IBT has made in the area of occupational safety and health."

The services which will be made possible by the grant are sorely needed by 2707's members. Statistics show the aviation industry (including flight attendants, office personnel, and mechanics) to be a dangerous place to work. In 1975, the rate of industrial injury and illness in private industry was 9.1 per 100 full-time workers. Yet among Local 2707's members, the rate was over double the national rate at 19.7 per 100 workers.

The local staff, headed by Secretary-Treasurer M. L. Griswold, is confident that the OSHA grant will go a long way toward improving those figures.

WORKERS, WATCH THAT HEAT

OVER 1,000 people have lost their lives this summer as the direct result of heat-related illness.

Even though the cooler months of fall approach, many areas of the country experience high temperatures into early October. Therefore, it is wise to know both the symptoms and treatment for the two major disorders resulting from excessive heat stress—heat stroke and heat exhaustion.

Heat Stroke is the most serious reaction to heat. It is uniformly fatal unless treated promptly and adequately. It has three main symptoms:

- Hyperthermia—a body temperature of 106° F or higher and rising.
- Brain disorders—confusion, delirium, loss of consciousness or convulsions.
- Hot, dry skin often red or mottled.

Treatment consists of rapidly cooling the body, preferably by immersion in chilled water. Body temperature may also be lowered by wrapping the unclothed victim in wet sheets and fanning with cool, dry air. Medical treatment *must* be sought, but this first aid should be administered while awaiting and during transportation to a hospital.

Heat Exhaustion is much less serious, since the body is still able to cool itself. Symptoms are weakness and fatigue, giddiness, nausea and headache. The skin is clammy and moist. Temperature is near normal. The victim may faint.

Treatment is simple: rest in a cool place and take water. Complete recovery is usually rapid except in extreme cases which may require several days of treatment by a doctor.

Awarness of these disorders and their treatment can make an outing on the beach more comfortable, and could avert a tragedy at the jobsite.

A NEW REPORT ON CARCINOGENS

THIS year, almost 800,000 Americans will be diagnosed as having some form of cancer. The number of these cases which stem from workplace exposure to a cancer-causing agent has been hotly debated for years, with industry groups saying the figure is very low, while labor unions maintain that it is quite significant.

To add fuel to this argument, a government committee has found 20 percent of all cancers to be job-related. That works out to some 160,000 workplace induced cancer cases per year.

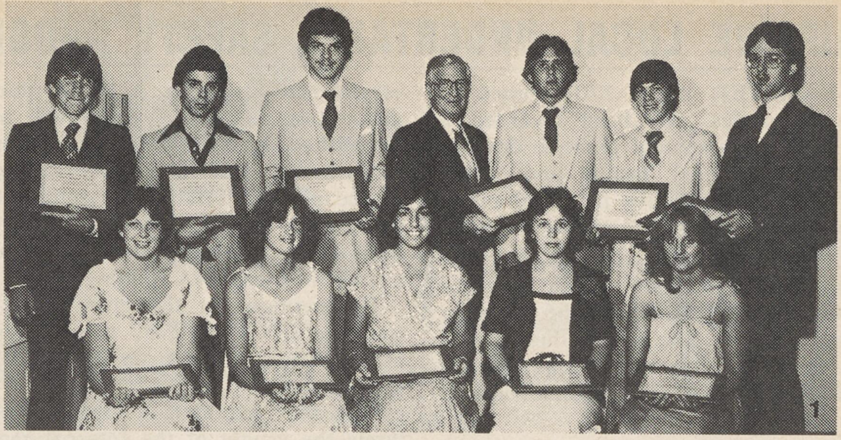
The report was released by the Toxic Substances Strategy Committee, an inter-agency group representing some 17 executive agencies. Along with its 20 percent estimate, the report made several recommendations, including:

- ► The Environmental Protection Agency should hasten its efforts to create a chemical use identification system.
- ► Legislation allowing health and environmental agencies to share confidential data on chemicals should be enacted.
- ► The public should be better informed about their exposure to cancer-causing substances.
- ► Federal agencies responsible for regulating chemicals should work with a greater degree of coordination.

The report comes at a time when the incidence of cancer is on the rise. Information from the National Cancer Institute shows that cancer rates remained relatively stable between 1940 and 1970, but then increased about 10 percent between 1970 and 1976.

Copies of the report, entitled "Toxic Chemicals and Public Protection," are available from the Council on Environmental Quality, 722 Jackson Place, N.W., Washington, D. C. 20006. Include a self-addressed mailing label with the request.

ACTIVE IBT LOCALS



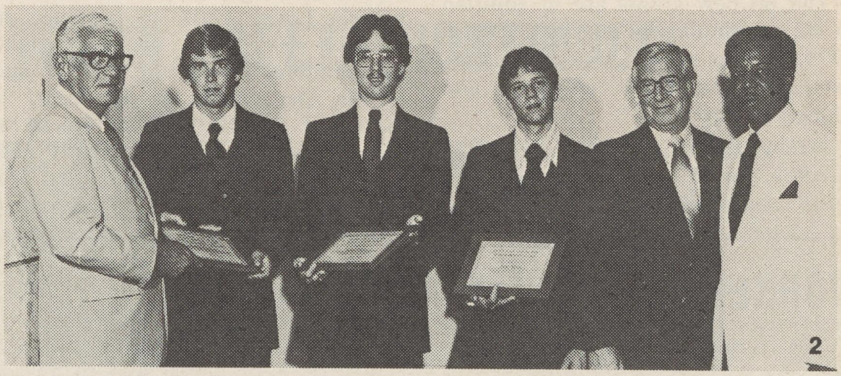
PHILADELPHIA, PENNSYLVANIA

It's The Scholarship Season for Pa. Youth

At two awards presentations in recent weeks, Teamster affiliates in Pennsylvania have presented scholarships to college-bound seniors, all the sons and daughters of Teamster members.

At Local 830's recent scholarship awards dinner, 12 students received certificates from Gordon G. Grubb, secretary-treasurer of the Philadelphia local, along with scholarships worth $8,000 each. They join a group of 63 students at universities throughout the country now being financially assisted by the Teamster local.

At another presentation ceremony in Philadelphia, Pa., winners of the Edward Nangle scholarships were presented their awards by officers of Joint Council 53 of Philadelphia. Also assisting in making the presentations was former International Vice President and longtime J.C. 53 President Edward Nangle, for whom the awards are named.



1. Local 830's scholars posing with their awards after the dinner in their honor include, seated from left: Jacqueline Kirby, Julie Phillips, Robin Levin, Michele Halupa, Stephanie Carano. Standing are: Rudy Cvetkovic, Robert Hochgertel, Gary Welsh, Local 830 Secretary-Treasurer Gordon Grubb, Robert Stank, Thomas Schwartz and James Young. Not able to attend the dinner was scholarship winner Wendy Huber.

2. Here J.C. 53 scholarship recipients receive their awards. From left to right are: Edward Nangle, retired Int'l vice president; winners David Bell, James Young, Mark Adamo; Gordon Grubb, president of J.C. 53 in Philadelphia; and Larry A. Thomas, council vice president. Mark Ramsey, a winner from Local 429, was unable to attend the ceremony.

NEW YORK, NEW YORK

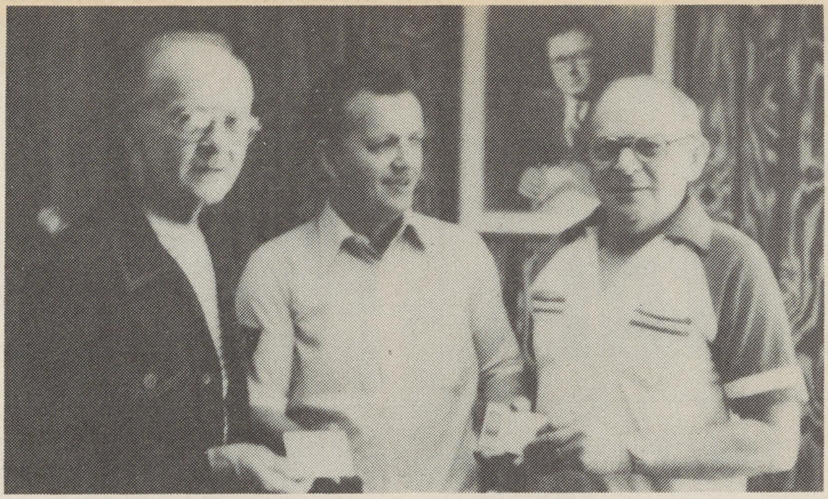
Members of Local 831 Elect New Board

Members of Teamster Local 831 in New York City, which represents the city's 7,200 uniformed sanitationmen (and women) recently held an election for officers of their local. Elected to key posts were, from left to right: Peter Scarlatos, vice president; James Alongi, trustee; Edward Ostrowski, president; John O'Keefe, trustee; Val Pappa, secretary-treasurer; Harry Nespoli, trustee, and Robert Kelly, recording secretary. We are told that the local was recently involved in tough contract negotiations with New York City for a new contract. Hopefully, by the time Teamsters read this, a pact will have been approved by the members.

PHILADELPHIA, PENNSYLVANIA

Three Score and Ten Years, They've Been Teamsters

Two members of Teamster Local 161 in Philadelphia, Pa. retired recently from the Southeastern Pennsylvania Transportation Authority (SEPTA), with a combined total of more than 70 years of work between them. Here, congratulating the longtime Teamsters—Philip Effinger (left) and Mike Schina (right)—and presenting them with honorary withdrawal cards from the local union is Business Agent Tom Dillon (center).



PITTSBURGH, PENNSYLVANIA

Local 273 Officer Retires; Goes Out in Style

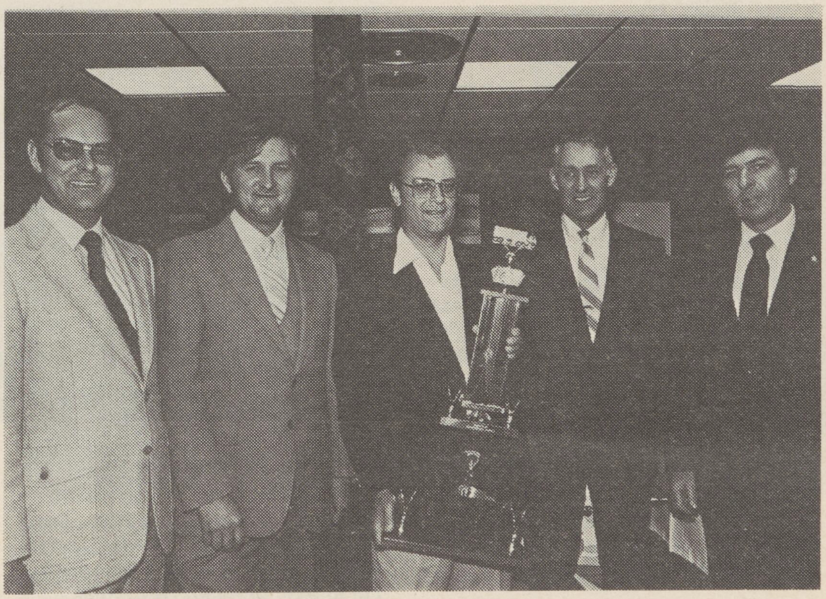
Charles E. Pennington, president of Teamster Local 273 in Pittsburgh, Pa. for more than 25 years, retired recently. Attending a dinner held in his honor in Philadelphia to celebrate the occasion were representatives of Teamster locals signatory to the Eastern Area Tank Haul Agreement and employers affiliated with the Eastern Labor Advisory Association. Also present were J. Joseph Cotter from the International Union and James Shelton from the Eastern Conference. Charlie says now that he's retired, he plans to take it easy and tour the country in his camper.

PORTLAND, MAINE

Two Teamsters Receive NSC Awards for Safety

Two Teamster members of IBT Local 340, employed by Georgia-Pacific Corp., were honored by the National Safety Council recently during the company's seventh annual safety awards night.

Teamster Melvin Waycott received an NSC award for driving two million accident-free miles, while Albert Parks received his for driving one million safety-conscious miles.



In this photo, the drivers hold a large trophy presented to them by G. P. General Manager Gary Gettman, in recognition of their excellent safety records. Congratulating the two are, from left: Tom Golden, G.P. traffic manager; Million-Miler Albert Parks; Gary Gettman, G. P. general manager; Two Million-Miler Melvin Waycott, and Harvard Brassbridge, IBT Local 340 business agent. Brassbridge congratulated the two, saying they joined an "elite group of professional drivers."

ACTIVE IBT LOCALS

KINGSPORT, TENNESSEE

Two Teamster Veterans Receive Safety Awards

Two Teamsters employed by Mason and Dixon Lines, Inc., both Local 549 veterans, recently received unprecedented 35-year safety awards from their employer for their good driving records. Teamster J. C. Payne was the first driver ever to be so honored by the company, but was quickly joined in that distinction by another Teamster, Lloyd M. Williams.

Both men received specially commissioned plaques, one year in the execution, depicting in bronze replica Mason Dixon's logo, an impression of Generals Grant and Lee shaking hands, along with $2,000 cash awards for their safety consciousness. Duplicates of both awards will also hang in the company's corporate offices to commemorate the safety milestone.

1. At top, longtime Teamster veteran J. C. Payne (center) is shown accepting the first 35-year safe driving award ever presented by Mason and Dixon Lines, Inc. of Kingsport, Tenn. Payne retired from the company in 1978 after 42 years of service, 35 of them spent driving over-the-road accident-free. Making the presentation late last year were: Carl A. Ritter, M.D. vice president, safety and insurance; John R. King, president, Mason Dixon; Payne; Henry L. Williams, M.D. vice president, transportation; and Gary L. Holbrook, M.D. manager for road safety.

2. In the second photo, Teamster Lloyd M. Williams (left) reaches his own safety milestone, joining Payne, as he receives a 35-year safe driving award from John R. King (right), president of Mason Dixon, as Williams' wife, Mabel, looks on. Local 549 member Williams in his long career has logged more than three million miles without a preventable accident to reach this pinnacle of safety consciousness.

DALLAS, TEXAS

Safeway Committee Lassos a New Pact

Teamsters from Texas, Oklahoma and Arkansas employed by Safeway are happy as can be with the pact just negotiated for them by members of the Teamsters' Safeway negotiating committee.

The agreement covers all of Safeway's employees including drivers and warehousemen at milk plants, ice cream plants, beverage plants and pre-pakt produce operations in a three-state area including Dallas, Houston, Amarillo and El Paso, Texas; Oklahoma City and Tulsa, Oklahoma; Little Rock and Searcy, Arkansas. With more than 3,000 Teamsters affected by negotiations, ratification of the agreement came by a four-to-one margin.

Here, the union negotiating committee meets to sign the new Safeway agreement. From left to right they included: Bill Dorn, Local 745, Dallas; Renato Cuellar, Local 968, Houston; Armando Guerrero, Local 941, El Paso; Ray Monk, Local 745, Dallas; Charles E. Haddock, Local 745, Dallas, chairman of the Safeway negotiating committee; Leo Snow, Local 886, Oklahoma City; J. C. Neel, Local 523, Tulsa, and Ron Heath, Local 868, Little Rock, Ark. Dick Cripps of Local 523 in Tulsa was on the committee but was taking this photo.

CHICAGO, ILLINOIS

Teamsters March For Women's Rights

TEAMSTERS FOR ERA
TEAMSTERS LOCAL 710

Here some of Local 710's marchers are shown with banners proudly proclaiming their support for ERA.

Members of Teamster Local 710 in Chicago were among a group of area IBT members joining in a Mother's Day Rally to urge enactment of the Equal Rights Amendment which took place May 10 in Chicago.

Marching under a banner provided by IBT Vice President Louis F. Peick and Joint Council 25, Teamsters and other unionists joined in proclaiming labor's demand for fair play for all workers—male and female.

In a visit to Illinois just two weeks earlier, IBT General Secretary-Treasurer Ray Schoessling had emphasized the union's commitment to women in a speech before the Illinois Labor Conference for ERA.

"When we talk about the role of women in this nation, we are not talking about the so-called fairer sex being put up on a pedestal and protected from the realities of life," he declared. "What we are talking about is finally rectifying a wrong which has denied women from ownership of property, the right to credit, the right to equal pay for equal work, the right to all kinds of work, the right to advancement to the managerial field, and entry into the decision-making process which so vitally affects their lives.

"What we are talking about on the bottom line is enacting a constitutional amendment which says once and for all to employers:

"You will no longer exploit women by paying less, by denying advancement, by denying her the same right to earn a living as men, simply because she is a woman.

"What we are saying is that no employer has the right to declare that the worth of a woman in the job market is less than that of a man," he added, concluding with a request that all unionists work to ensure its enactment. "What we are saying is that ERA is a gut union issue."

Teamsters reemphasized those points when they marched at the ERA rally. The movement to push ERA over the top is "our kind of battle. It is trade union work," Teamster leaders have said. Together we *can* bring a better life to all workers.

CHICAGO, ILLINOIS

CPR's One Skill You Might Not Live Without

Larry Clark, a member of Bakery Drivers' Local 734 in Chicago, Ill., usually drives a forklift at his job on the dock at the Kitchens of Sara Lee, a division of Consolidated Foods. But when truck driver Robert Strohecker was stricken with an apparent heart attack at dockside recently, it was another of Clark's skills that saved a life.

Trained in cardio-pulmonary resuscitation (CPR), Clark was able to bring Strohecker back to consciousness for further medical treatment.

The Teamster, who says he learned CPR in a community program, was recently rewarded with a check and a certificate of appreciation from Local 734 for his safety expertise.

"Knowing that someone was helped really is the best reward," Clark says, in urging everyone to learn the CPR method. "You never know when you might have to use it," he adds.

Here, congratulating the Teamster at a special awards ceremony are, from left: James Murphy, Local 734 business representative; Harold J. O'Brien, president of Local 734 and chairman of the Teamsters' National Bakery Conference; Larry Clark; Charles C. Palmer, manufacturing services manager at Sara Lee, and Anthony M. Gerstberger, the company's personnel manager.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

$10,000 In Scholarships Awarded by Local 705

John Navigato, president of Teamster Local 705 in Chicago, recently awarded scholarships worth $2,000 each to children of five Local 705 members as part of the local union's ongoing scholarship program.

Each student will receive the stipend at the rate of $500 a year for four years, dependent on the student's satisfactory progress in the college curriculum.

According to Louis F. Peick, secretary-treasurer of the Chicago local, more than 65 children of members have been aided in the achievement of their educational goals in the 13 years of the program's existence.

Shown receiving their awards from Local 705 President John Navigato (left) are this year's winners (from left): Margaret L. Mansch, Glenn A. Williams, Larry Kirchner and David J. Schmiegelt. Shown in the inset is Holly Ann Johnson, another recipient, who was competing in state high school track events when the awards were presented. She was the 1979 high jump champion.

CLEVELAND, OHIO

Ground Is Broken For New Retiree Housing

At a ground-breaking ceremony in Austintown, Ohio near Youngstown, some Teamster retirees recently saw their dreams becoming reality, as the first shovelful of dirt was spaded, heralding the start of construction of a brand-new 100 unit senior citizens' high rise.

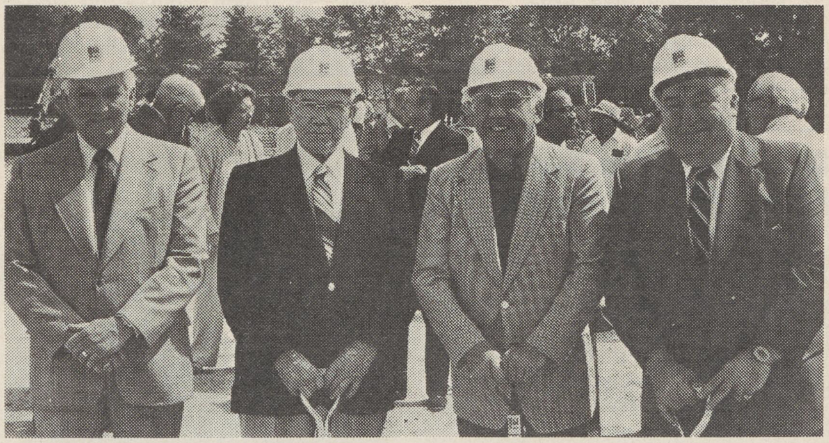
The complex is being sponsored by the Ohio Conference of Teamsters through a $3,854,200 federal grant from the Department of Housing and Urban Development.

About 40 people attended the ceremony, among them officers of Teamster Local 377 in nearby Youngstown, members of the Youngstown retirees club, representatives of the builder, Forest City Dillon, government officials, and staff personnel from the Ohio Conference of Teamsters Service Bureau.

Hopes ran high among retirees at the ground-breaking as they anticipated completion of the project, expected by the end of 1980. At a luncheon that followed, the group learned that more than 70 applications for residence have already been submitted by excited Ohio senior citizens.

Other Ohio retirees interested in living in the complex can contact the Housing Management Department of the Teamster Service Bureau, 2020 Carnegie Avenue, in Cleveland, Ohio, 44115, for details.

The new building at Austintown will be the third Teamster-sponsored senior residence to be constructed in the state. Others already exist in Cleveland and Akron. Currently, a fourth complex is envisioned for a downstate city; plans for that project should be announced soon.



Here, getting ready to break ground at the future site of the third Teamster retiree home to be constructed in Ohio, this one in Austintown, were from left: Jack O'Neill, president of Local 377 in Youngstown; Nunzi Onesti, president of the Youngstown Retired Teamster Club; Joseph Knight, director of the Retiree Division of the Ohio Teamsters Service Bureau, and Danny Brott, secretary-treasurer of Local 377.

DES MOINES, IOWA

Of 4 Pint-Size Heroes, Two Are Teamster Sons

Here, the four young heroes are shown with their awards. From left to right, they are: Larry Coate, Tony Champlin (son of Teamster Julie Champlin), Jamie Ramirez and Shane Champlin, Tony's brother.

It's lucky for Des Moines resident Cherie Walker that four youngsters, two of them the sons of Teamster Local 387 member Julie Champlin, like to fish. Because if they didn't, Walker probably wouldn't be alive today.

Champlin's two sons, Tony and Shane, were doing a little evening fishing with a couple of friends recently off a bridge at a lagoon near their home when they heard some faint screams.

At first suspecting a hoax, the boys looked around and spotted something in the water. They discovered it was a woman, who was alternately screaming and disappearing beneath the water.

Running to a bank near her, the youngsters discovered that she was still about 75 feet away from them in the water, at which point the three oldest, 14-year-old Tony Champlin and 11-year-olds Larry Coate and Jamie Ramirez decided she was really in trouble and jumped in to assist her.

Nine-year-old Shane Champlin also wanted to be a part of the rescue, but he had a small problem. He can't swim. "I walked out in the water as far as I could go," he said. But then the water, usually just a few inches deep, but swollen to six-foot depths by recent rains, just got too deep for him to proceed.

Tony, the strongest swimmer of the group, finally reached the floundering woman, but then he encountered problems of his own. In her panic, the victim's hand came out of the water as Tony neared her and came down hard on top of his head, dragging him down with her. Luckily for the youth, the exhausted woman's grasp loosened and he bobbed back to the surface.

Moving as far away from her as he could, Tony then grabbed her arm and eventually managed to pull her into shallower water, where all four boys helped him get her ashore.

"She didn't say anything much," Tony said. "She was just mumbling 'Help me, help me.' "

"We asked her if she was all right, and if she wanted a ride home, and she said she was OK and then sort of passed out," his friend Larry added.

An adult passerby at this point ran to the scene, carried the woman from the brush-covered shore up a steep embankment to his car and waited until a fire department medical unit arrived. The woman was later examined at a nearby hospital and released. "We have no idea where she came from or how she got there," one police sergeant said. "All she told the boys was that she was 'swimming.' "

As for the youngsters, who recently received commendations for their bravery, they're none the worse for wear, despite all the excitement.

After the rescue, Julie Champlin arrived to take care of her youngsters, who were shivering as a result of their plunge. "I'm very proud of them," the Charles Todd Uniform Rental employee said.

Champlin added that she wasn't worried about the boys' safety, on hearing of the accident. "Tony is a very good swimmer," she noted, even though he hasn't had swimming lessons or a life-saving course.

Police Sgt. Joseph Fusaro had high praise for the young rescuers. "They did a super job for as young as they are," he said. "It took guts to go into that water and get that woman. No doubt she would have drowned if the boys hadn't gotten her out."

CHICAGO, ILLINOIS

Local 744 Member Gets Backpay Award

Local 744 member John R. Farwick is back at work with $10,200 backpay, full seniority and all benefits, after arbitration of his discharge. Local 744 not only argued the Teamster's case against his employer, water distributor Hinkley and Schmitt, but paid all his legal and arbitration fees. Here, congratulating the Local 744 member are from left: Local 744 President Peter Thomas, Secretary-Treasurer Charles Gustafson, Farwick, and William T. Heintzelman, Local 744 business representative.

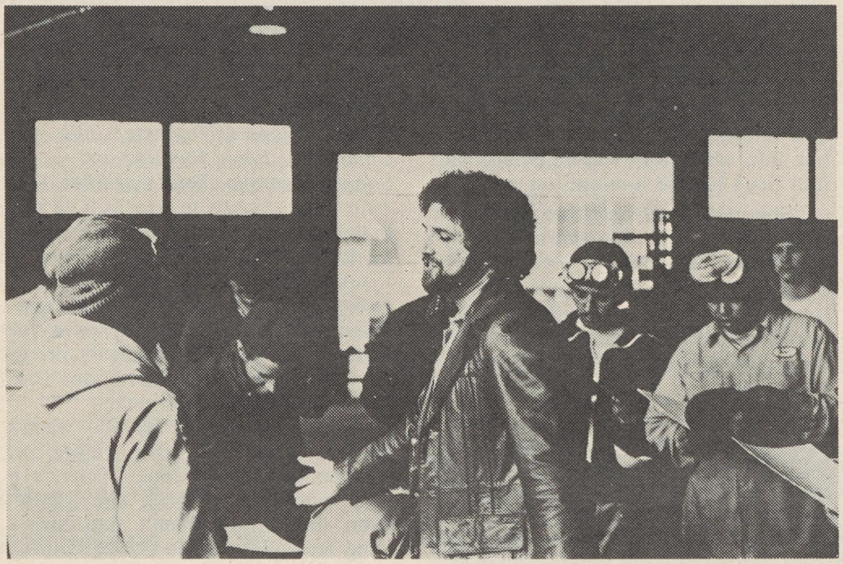
ACTIVE IBT LOCALS

REDDING, CALIFORNIA

Teamster Steps Down After 34 Years

Teamster veteran Phillip Andrews (left) a member of California Local 137, here receives his first pension check from Local 137 Recording Secretary Joe Davis.

Andrews retired recently after more than 34 years as a Teamster and employee of Market Wholesale Warehouse in Eureka and Redding, Calif. He notes that he's thankful to have been a Teamster all these years and looks forward to being able to now enjoy fishing and traveling without having to punch a clock every day.



OAKLAND, CALIFORNIA

First Time Teamsters Get Word on New Pact

Explaining some of the finer points of a first time contract to new Teamsters at Quality Casting Preparations here is Local 853 Trustee/Organizer Rome Aloise, who notes that the victory at the company was the 20th organizing win for the California local union since 1979.

Aloise adds that the new Teamsters won substantial pay increases, improvements in health and welfare, better sick leave provisions and increased holidays. The contract was ratified unanimously after a brief strike.

SAN JOSE, CALIFORNIA

Retired Teamster Active In Civic Affairs

Joseph J. LaBarbera, retired secretary-treasurer of Teamster Local 679 of San Jose, is putting all the administration skills he learned in his years with the union to a new use these days—as a trustee board member of the San Jose Hospital.

Here, the former Teamster leader excitedly talks over the details of the upcoming Inamori Golf Classic, a $150,000 Ladies Professional Golf Association (LPGA) tournament that will take place at the Almaden Golf and Country Club October 9-12, 1980, with professional golfer Donna Caponi Young, vice president of LPGA and 1979 LPGA champion. Proceeds from the tourney will be used for patients' care at the San Jose Hospital.

PORTLAND, OREGON

Teamsters Reach Out To Aid Injured Student

Last May, after a Portland area high school student, Mitch Barringer, was involved in a car accident which left him paralyzed from the neck down, Teamsters heard of his plight when his story was publicized by a neighborhood newspaper.

From May through October of last year, the teenager underwent specialized and expensive medical treatment, first at a local community hospital and then at the Craig Regional Spinal Cord Injury Center in Colorado, where he learned to make limited use of his arms again.

Local 206 Business Representative Bob Green saw the piece on Mitch and with other Teamsters and concerned area residents, decided that the youngster could use some help to meet the high costs of his physical rehabilitation.

With Green as coordinator, a benefit drawing committee was formed and went into action. Mitch's 1955 Ford pickup was reworked by John Mulvaney, a close family friend to be given away as first prize at the drawing; committee members came up with donors of a second prize, $150 worth of groceries. They also had tickets printed, assigned people to sell them and located a car dealership willing to display the pickup and serve as drawing site.

When the drawing was over, Mitch found himself with needed dollars to help pay for his therapy and a lot of Teamsters and community residents were left with a good feeling about themselves for having helped out someone who needed them.

FORD IS THE ONLY U.S. CARMAKER WITH IMPROVED MILEAGE

Here, Local 205 Business Representative Bob Green (left) stands near the first prize, a reworked Ford pickup, at the McRoberts Ford showroom, with Gertrude Lachnite, a Local 206 member employed at Montgomery Wards who sold the winning ticket, and Ken Beranek, co-owner of the dealership where the pickup was displayed.

RENO, NEVADA

Teamster Elected To VFW Post

John J. Rettagliatta, a member of Teamster Local 533 of Sparks, Nev., was recently elected commander, State of Nevada, by the Veterans of Foreign Wars.

Rettagliatta, a life member of VFW Post 9211, previously had served in many other VFW offices at the post, district and departmental levels.

During World War II, the Teamster served with the Americal Division, U.S. Army, in the Asiatic Pacific. Today, the 14-year Teamster veteran drives for Wells Cargo, Inc., Reno, Nev.

STOCKTON, CALIFORNIA

Teamster Lauded For Civic Interest

Ace C. Hatten, president of Teamster Local 439 in Stockton, Calif. takes a great interest in the young people of Stockton and San Joaquin County and currently serves as chairman of the local Opportunities Industrialization Center advisory board. Here, Hatten (left) is shown being congratulated for the board's work in California by Reverend Leon H. Sullivan, founder of the OIC program. The program, now active in more than 100 cities nationwide, sponsors training and retraining on a massive scale. Sullivan was in California to attend a fund-raising rally for the local OIC branch.

In thanking Rev. Sullivan, Hatten noted that it was impressive that so many youngsters in the program were eager to further their education, to prepare themselves for a job and how to look for one and to straighten out their lives.

Hatten pointed out that the program successfully places between 85 and 90 percent of its graduates in jobs, many of them union jobs, and that it is a rewarding experience to be part of such a vital program.

CONSUMERS' CORNER

Safe at home? Not very. Home is where the most hazards lurk, and the most common kind of household danger is a fall.

A study by industrial design students at the University of Bridgeport, Conn., reveals that falls rank second only to automobile accidents as the major cause of injury-related death in the United States. Some 40 to 60 percent of these accidental spills happen right at home.

Of the 8 million injuries that occur in or around the house due to falls each year, about half are suffered by children under 15, and 750,000 are serious enough to be considered disabling. Old people also are often the victims of falls, as vision and coordination deteriorate and bones become brittle. About 10 percent of the home accidents are related to alcohol.

The future designers charted the areas of greatest hazard around the house and concluded that stairways and bathrooms were probably the most dangerous. Bedrooms and kitchens also are frequent sites of falls and other injuries; more than 100,000 per year injure themselves falling out of or against beds. The sharp, hard corners of tables cause bruises and lacerations to 137,000 Americans while chairs that tip and fall injure another 68,000.

The future designers concluded that many of these injuries can be prevented by taking a few simple precautionary measures and acquiring better-designed household equipment already on the market.

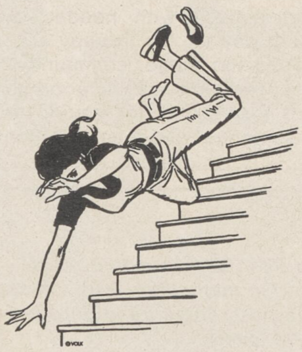
Here are some of their recommendations:

STAIRWAYS: Accidents on stairways account for 356,000 injuries a year, second only to bicycles in the list of household hazards. More than two-thirds of these accidents are falls from one level to another. Fractures, broken bones, concussions and bruises are most often reported to hospital emergency rooms as a result of these falls.

Following are some precautions that can be taken to make stairways safer:

- Adequate lighting is important since many accidents occur in those areas where a person steps from light to darkness. Switches at the top and bottom of the stairway can be lifesavers.
- Non-slip surfaces prevent stair falls. Carpets should be securely fastened and, in the case of bare steps, safety slip-resistant treads can be applied.
- Strong, full-length handrails can be grasped by a person who has lost his balance, preventing a serious fall. Open stairs should have railings on both sides.
- Risers should have no dimensional variation that can cause tripping.

BATHROOMS: With its many slippery, hard surfaces, the bathroom is a likely place for dangerous at-home falls. More than 41,000 a year are injured in falls or shower stalls and bathtubs. Glass shower enclosures cause additional hazards, with punctures and lacerations resulting from slips and attempts at recovery. Often a fall in the bathroom involves an appliance and electrical shock results. Mirrors and glass bottles add to the possibility of serious injury due to bathroom falls.



A number of steps can be taken to reduce the likelihood and severity of bathroom falls:

- A rubber mat or non-skid tread should be put on tub and shower floors, particularly those used by children and older people.
- Hand guards on walls aid in stepping into a tub or shower.
- Shampoo, cologne and other glass bottles should be kept away from the bath area, preferably tucked away in latched cabinets.
- Reduce the number of electrical appliances in the bathroom area. Make sure that all are in good running condition and do not use electrical appliances while showering since water is a conductor.
- Use only safety glass for glass shower enclosures.
- Adequate lighting and ventilation will reduce the possibility of losing one's balance on slippery surfaces.

KITCHENS: Most kitchen falls are caused by slippery floors. If you use a floor wax that requires polishing, remember that the more you polish, the harder, dryer and safer the wax becomes. Don't clean and wax with the same mop or sponge. Oily residue left by the cleaning agent will soften the wax and cause a slippery surface.

Chances of falling also increase when you climb on something to reach a high cabinet. Use a solid firm-footed climbing stool with steps or a good stepladder. Check the construction of the stepladder for sturdy back braces and side rails. Never use a makeshift substitute.

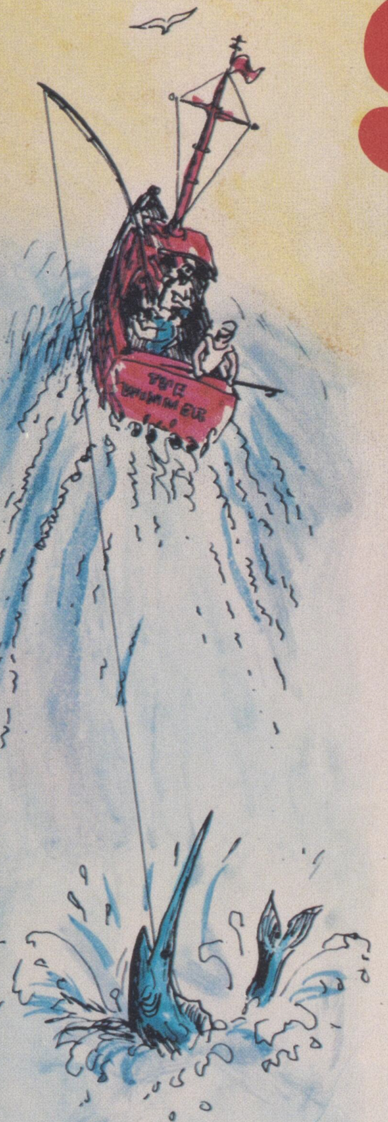
BEDROOMS: Good lighting is most important in preventing bedroom accidents. Make sure lamps and light switches are located so you don't have to move around in the dark. Closet light bulbs should not touch clothing.

If bunk beds are used, test ladders and guard rails to make certain they grip the side of the bunk firmly. Mattresses should fit snugly so edges are not exposed. When buying a crib, make sure it carries a label stating it meets federal safety standards.

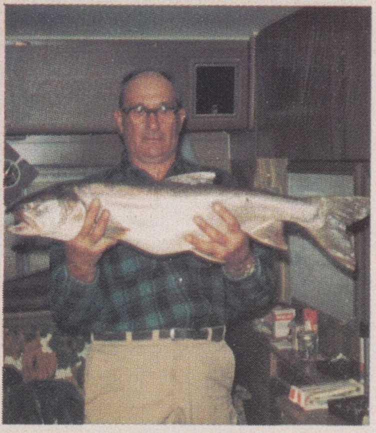
Avoid small rugs that tend to skid. Shag rugs and draperies should be kept a safe distance from electrical baseboard heaters. If toys or other playthings are used in the bedroom, see that they are packed away in storage cabinets before going to bed.

DOORS AND WINDOWS: An alarmingly high frequency of accidents happen to people handling storm doors and windows, or simply opening and closing ordinary glass doors and windows. Such injuries total nearly 185,000 a year. Patio-type sliding doors are among the worst offenders, and 33 states now have laws requiring that safety glass be used. In households with small children, it's also wise to paste decals on floor-level glass doors and windows to make them more visible.

TEAMSTER SPORTS



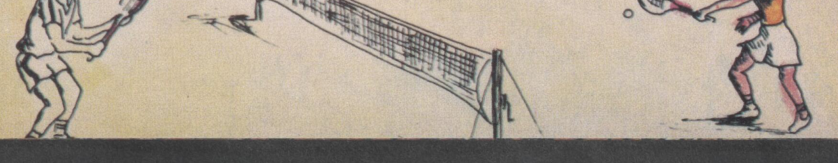
Ronnie Tims, a steward out of Local 519 in Knoxville, Tenn., is a real mover on and off the track. During the week the Tenn. Teamster drives a feeder for United Parcel Service in Chattanooga, Tenn., but in his spare time drives a Chevy Vega in late model sportsman class competition at local raceways. He is now in his eighth year of competition.



Retiree Harold J. Blanchard, a former driver for Ringland, Johnson Crowly Co. of Des Moines, Iowa and an IBT Local 90 member, wrote us recently about a hidden benefit of retirement. He can now follow the good fishing—wherever it is. Here Blanchard displays a beautiful lake trout, caught "north of 53" in Manitoba, Canada recently. The lucky retiree also tells us he and his wife now live in Missouri, but winter in either California catching salmon, or near the Texas/Mexican border. What a life!

Here some Teamsters and their buddies proudly display their latest catch, a string of chinook salmon, brought aboard during a recent outing on the charter boat, "Rousabout." The catch this day range in size from 11 lb. to 13¾ lb. Shown from left to right are fishermen: Aris Rupeiko, Local 705 member Jim Haas, Lew Rouse, Local 705 member Andris Rupeiko and Jack Witt. Both Haas and Andris Rupeiko work for T&T Transfer Inc. in Chicago.

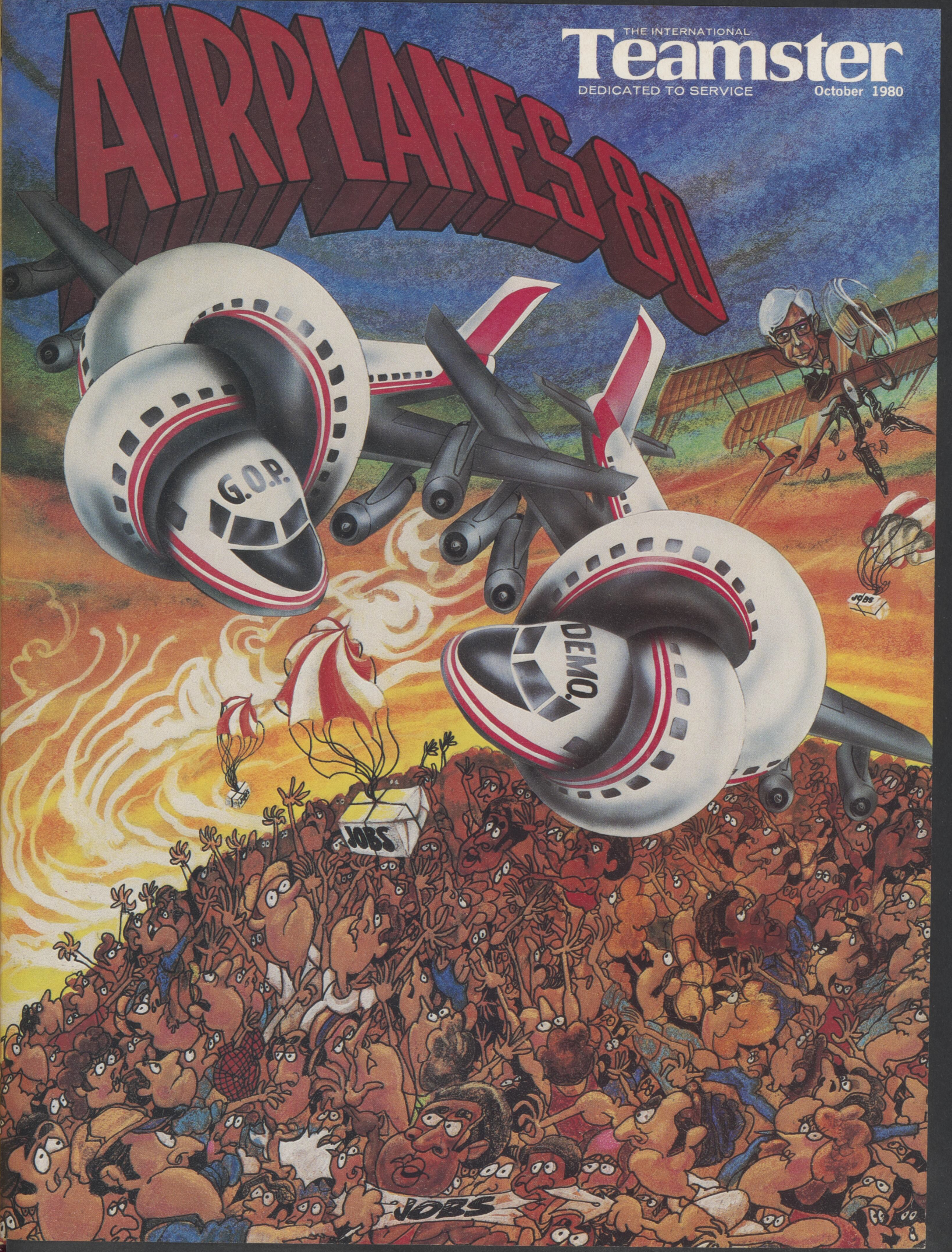
Teamster retiree James Larimer of Local 299 in Detroit thinks it's a good idea to stay active. Here (bottom right of photo) he's shown with fellow members of his New Port Richey, Fla., softball team, "the half-century team," all the members of which are 55 or older. Some of Larimer's buddies in Detroit might remember him from his Mulvena Truck Line days.



Get a Withdrawal Card from Your Local Union When Leaving the Craft

When You Move Notify Your Local Union of Your New Address

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
October 1980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MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

RECENTLY a politician remarked that there are three issues in the 1980 election campaign: The first is jobs, the second is jobs, and the third is jobs!

We in the Teamsters couldn't agree more. With unemployment officially at 8 percent, up more than 2 percent from last year, and no relief in sight—politicians have been forced to reckon with the crises proportions of joblessness.

Many believe unemployment to be even higher than the figures reflect, and certainly it is among blacks and youth.

In the most recent figures of the Bureau of Labor Statistics, the big industrial states have the highest unemployment figures, with Michigan tops at 14 percent, and Ohio and Illinois each at 10 percent. In Flint, Michigan alone, the jobless rate has passed 23 percent.

The eight million unemployed men and women in this country have become a major factor in the presidential campaign. All three of the candidates have offered their formulas for putting America back to work.

About the only point all three of the proposed jobs programs agree upon is that something new and immediate must be initiated. New policies are needed soon, if we are to reverse the trend of growing unemployment.

Even though the U.S. still has the highest standard of living in the world, it is being eroded away by a lessening of the U.S. share of foreign and domestic markets and greater unemployment. And the matter is made worse by spiraling inflation.

We need leadership that will take hold of the problem, as the first order of business immediately following the election. We are not looking for quick fixes or a fast patch-up job, but rather a comprehensive economic plan that will get to the core of the problem.

I have often said—a worker needs a job with adequate rewards for his labor, assurance that his wages will not be robbed away by inflation, and a government that is sensitive to the kinds of problems working America faces.

The jobs programs and proposals of each of the candidates should be a central focus of the campaign. The media and any debates should serve to illuminate more clearly the issue of jobs and the main points of the candidates' programs.

We need the best possible answers that will provide solutions in the very near future to the insidious joblessness that presently grips America.

The campaign is the forum to find the right answers, and then the Congress and the next Administration should unite swiftly to expedite a jobs program that will meet the needs of our people who want to be put back to work.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Volume 77, No. 10 **October, 1980**

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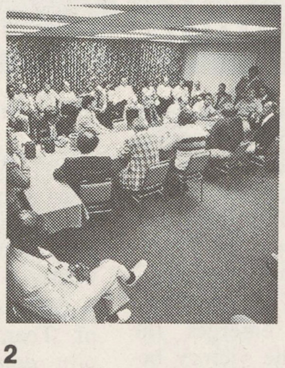

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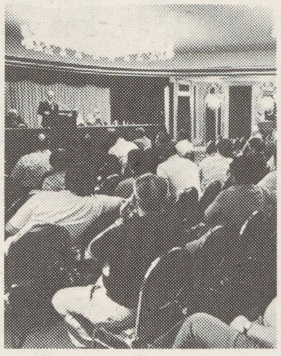

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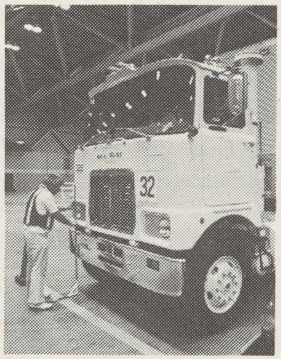

22

2 **Presidential Politics Highlight Ohio Conf.**
Pres. candidate Reagan addresses group

4 **Int'l Bakery Conference Meets in N.Y.**
Delegates consider many issues

5 **Teamsters' Retiree Assn. Takes Shape**
Founding session convenes Oct. 26

6 **Reopening of Freight Negotiations Considered**
Oct. COLA increases are still due

7 **Your Ballot Can Make a Difference!**
Consider 96th Congress voting records when you vote

14 **It's Scholarship Application Time**
Registration deadline is November 30

19 **Making a Change: Retiree Joe Scioli**
A look at the IBT and how things were

22 **Teamsters Take Top Honors at Truck Roadeo**
Annual ATA event was held in Kansas City

24 **Another Look at Lead Standards**
Rules are in effect for some industries

25 **ACTIVE IBT LOCALS**
What's happening in the local unions

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001 Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

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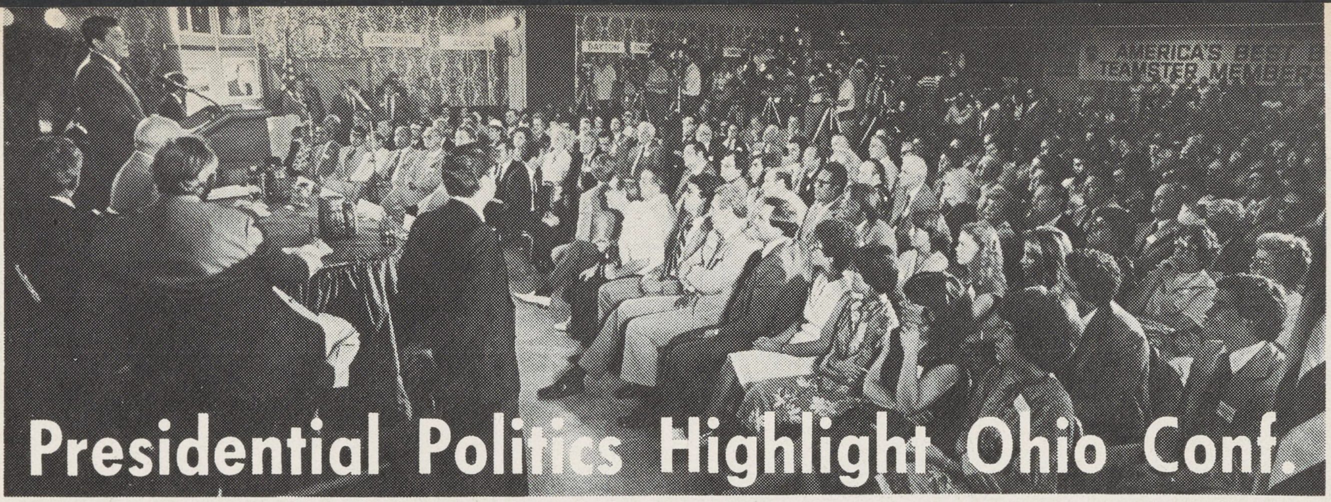


Presidential Politics Highlight Ohio Conf.

AN ENERGETIC Ohio Conference of Teamsters meeting in August blended politics and trade unionism in a search for workable solutions to economic problems casting dark shadows over Ohio and the other 49 states.

Helping in the event were a presidential candidate, a U.S. senator, a governor and some 300 delegates and guests meeting at Columbus, Ohio.

National recognition came to the Ohio Conference with the appearance of Ronald Reagan, GOP presidential hopeful, on the third day of the meeting. The former California governor, introduced to the Teamsters by Ohio Gov. James Rhodes, described his visit as the opening of his campaign to win the presidency from Jimmy Carter.

Sen. John H. Glenn, Jr., of Ohio spoke on the final day and proudly acknowledged a productive relationship with the 144,000 Teamsters in his state.

Teamster General Secretary-Treasurer Ray Schoessling was the top International Union guest and tendered the best wishes of General President Frank E. Fitzsimmons who was unable to attend the sessions.

Serving as chairman throughout the Aug. 25-28 meeting was IBT Vice President Jackie Presser, vice president of the OCT.

The high point of the conference was the speech by Reagan. He early identified himself as the first union president (he once headed the Screen Actors Guild) to run for the White House job, and then made a frank pitch for Teamster support at the polls.

Reagan's visit was accompanied by a score of protective Secret Service agents, a small army of photographers and television crews, and about 40 reporters. The result, for a few moments, was bedlam when Reagan made a hand-shaking exit after receiving standing applause from the Teamsters at the end of his speech.

During his appearance, IBT General Secretary-Treasurer Ray Schoessling complimented the Ohio Conference for inviting the presidential candidates (Carter's schedule prohibited his acceptance) to address the Teamsters "so as to learn their thinking."

But, he reminded, no matter which presidential candidate emerges the winner in November, the victory becomes meaningless unless the man knows how to get along with Congress.

The IBT, Schoessling was careful to note, has been bipartisan in the past and has always scrutinized the qualities of the individual candidates rather than the political parties they represent.

He added that the International Union general executive board has a regularly scheduled quarterly meeting in early October and any presidential endorsement that might be made would come at that time—but only after intensive study by the board.

IBT Vice President Harold Gibbons also lauded the Ohio Conference of Teamsters for extending speaking invitations to Reagan and President Carter.

Gibbons, complimenting the unity of Teamsters across the land despite deep economic problems, said America greatly needs an effective jobs program. He added: "Everything starts from political action. Ohio is doing a great, great job."

Rather than spell out a single theme to the delegates as chairman of the meeting, Jackie Presser chose instead to comment after each speaker's offering, in effect coordinating each's remarks into the entire effort of the Ohio Conference.

Presser paid special attention to the ravages of unemployment and inflation in Ohio, citing some of the corrective efforts being made by the

OCT Delegates Hear Reagan Open Campaign

Ronald Reagan, Republican presidential candidate, received an attentive and hospitable reception when he opened his campaign for election before Ohio Teamsters meeting in Columbus, Ohio, Aug. 27.

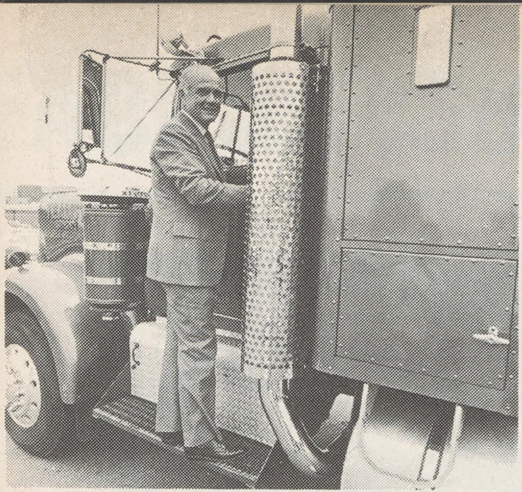
Reagan's appearance was in response to invitations extended to both him and President Jimmy Carter by the Ohio Conference of Teamsters. Carter's schedule prevented him from appearing.

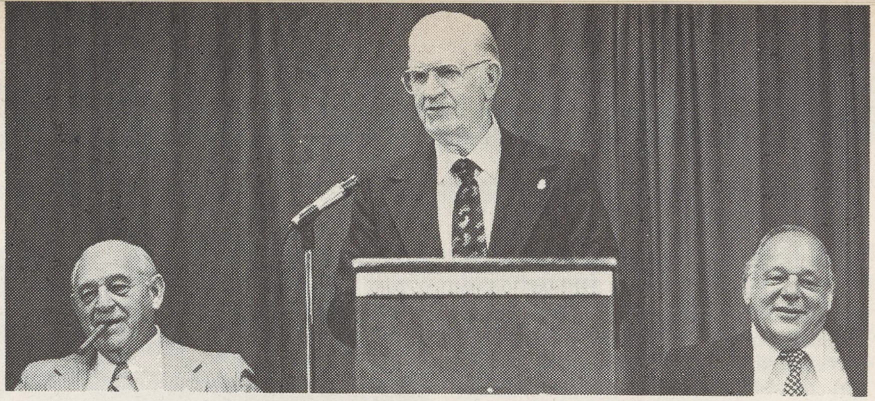
The GOP presidential hopeful, exercising his persuasiveness to the utmost, was interrupted by Teamster applause or laughter—sometimes a combination of the two—at least a dozen times.

Reagan laid out his strategy for assaulting the Carter incumbency by stressing the economics of what he called the "Carter depression." He declared that American workers "cannot afford four more years of Jimmy Carter."

When Reagan concluded his 25-minute speech, the Ohio Teamsters and their guests—numbering nearly 500 at the moment—gave him a standing ovation.

Ohio Gov. James Rhodes introduced Reagan to the podium, noting that Ohio was suffering a loss of 550,000 jobs and had 800,000 people on welfare. He said, "The most abused family in the United States is the family of the unemployed."





At far left, Gov. Reagan addresses delegates; center, Sen. Glenn examines truck cab during the conference; above, General Secretary-Treasurer Ray Schoessling is flanked by William Presser on the left and Jackie Presser on the right, president and vice president respectively of the Ohio Conference.

Teamsters, and how everyone in the state is affected.

The sum answer in Presser's view was politics, as he illustrated by saying: "If we do not get more involved politically, someday we'll pick up the newspaper and read that we've been legislated out of existence."

In several ways, Presser reflected the pride of those attending the Conference sessions when he repeated the slogan hanging on the meeting room wall that "Teamsters are people helping people."

Roy Williams, IBT vice president and director of the Central Conference of Teamsters, appeared briefly at the Ohio meeting but was unable to stay long enough to speak because of a busy travel schedule.

An update on federal safety and health programs was provided the Ohio Teamsters by Dr. Eula Bingham, Assistant Secretary of Labor for Occupational Safety and Health.

Dr. Bingham, on the job nearly three years now, said the record shows that OSHA has been opposed almost from the start by the same people who oppose all legislation that would benefit workers.

She said that today OSHA is the focal point for an attack from the anti-labor movement that is fanned by certain intellectuals, congressmen and business leaders in the United States, commenting, "I've had to remind many people that OSHA's purpose is to safeguard human life."

Dr. Bingham cited legal and legislative trends to show that despite strong opposition there is progress in making it possible for "workers to have some control over the safety and health conditions in their workplaces."

Norman Weintraub, chief economist for the IBT, called the state of Ohio a "disaster area" because of high unemployment in the auto and steel industries. The reason, he explained, is that America cannot compete with the low wages paid sweatshop labor in foreign countries.

"The answer," said Weintraub, "is to get people back to work." He complimented the OCT for its endeavors in this area.

Weintraub pointed out to the delegates that more economic problems are in the offing for family budgets what with a Social Security tax increase slated to go into effect next January 1st.

He concentrated also on the ever-higher cost-of-living, "We may be reaching the end of the era in which a family can buy its own home." The average price of a new house in the U.S. last July was $89,800—some $15,000 higher than a year earlier.

Trucking deregulation was discussed by Keith O'Brien from the firm of Wheeler & Wheeler, the Teamsters special ICC counsel.

O'Brien said the Motor Carrier Act of 1980 already shows signs of changing the trucking industry dramatically. He explained some of the practical changes that are resulting from the new law and added that it will be up to the employers as well as the Teamsters Union to make certain the ICC is faithful to the concept of the Act and interprets it correctly.

Teamster affiliates were urged by O'Brien to let the International Union know of any heavy joblessness resulting from the effects of the Act.

Wallace Clements, DRIVE field representative, gave the Ohio Conference a pep talk on the virtues of political activity, declaring that organized labor must become more active simply "to keep the gains we've made."

DRIVE supplies the money, Clements said, to help elect candidates who have shown, by their records, a willingness to help union members. DRIVE money also is needed, for example, in Oklahoma where the anti-union right-to-work forces are setting up their next target.

A DRIVE membership costing $5 a year amounts to nine cents a week, said Clements, who asked the question: Isn't it worth it?

Paul Locigno, research director for OCT, said the Ohio Teamsters have proven themselves to be one of the most powerful and influential political organizations in the country.

Locigno said the recent trucking deregulation fight in Congress proved Ohio's strength in that Ohio Teamsters sent 100,000 letters to congressmen besides sending a rank-and-file delegation of drivers to lobby effectively on Capitol Hill.

Numerous other speakers appeared before the delegates, relating various phases of the Ohio Teamster Service Bureau, a statewide network providing information and referrals to both active and retired Teamsters. Some 19,000 cases were handled last year.

The service bureau includes a family service division, community relations division, safety and health division, and divisions for retirees and research as well as a speaker's bureau. They provide everything from counseling to finance information to health care direction.

William Presser, president of the OCT, spoke briefly to the delegates at the closing session. He reminded them that the Teamsters Union is the best and strongest in the land. He thanked the Conference for a resolution passed unanimously in his behalf.

Serving with the elder Presser and younger Presser on the OCT executive board are: Robert Cassidy, secretary-treasurer; Louis Edwards, recording secretary, and trustees James Feltis, Dan Darrow and Cecil Kinney. The OCT directors are: James Felder, Wendell Quillen, John Gordon, William Evans, Harold Leu, Thomas Gosser and John O'Neill.

Besides attending the general sessions during the mornings and afternoons, delegates also participated in scheduled evening divisional meetings.

BREAD & BUTTER QUESTIONS F

Delegates to the Bakery Conference listen to General Secretary-Treasurer Ray Schoessling. On the dais are officers of the Conference.

MEETING in New York City, delegates to the 31st IBT International Bakery Conference session last month heard a call-to-arms in which they were exhorted to keep in mind the "gut issues" facing workers in Election Year, 1980, and to rededicate themselves to maintaining their industry as a bulwark of union solidarity.

Delegates from more than 100 Teamster locals across the United States and Canada attended the week-long session.

During the week they would hear from many officers of the conference and the union, all warning them of the problems facing workers and the bakery industry as the union enters the 1980s. In their discussions, they would broach practical solutions and innovative new approaches designed to maintain traditional strength within the industry and foster new growth among the unorganized.

Teamster General Secretary-Treasurer Ray Schoessling, in his keynote address to delegates, supercharged them with his command to be especially informed and wary during this year's political campaign.

"Unless we in labor insist that politics serve the nation, instead of serving the politician and the vested interests he represents—then all of our excellent efforts in collective bargaining are an exercise in futility," he flatly told them.

"No one better than you in the Bakery Conference realizes that technology, distribution methods and corporate decisions beholden to profit and oblivious to human welfare plague the members of the Teamsters and the entire American work force," Schoessling added.

Noting that the union's goals today are pretty much the same as they always were—a fair wage, employer paid health and welfare plans, a little something set aside for one's old age, he urged delegates not to be misled this year by the siren calls of the politicians.

"Instead, maintain as your goal a dedication to the issues that most affect workers—namely those of providing jobs for all Americans who want to work, finding a plan to control inflation so that every negotiated wage increase or every cost-of-living increase is not wiped away by the next round of price increases, and finding an energy program which turns to abundant alternative fuels, provided for the American public at a price that economy can afford," Schoessling suggested.

Despite the enactment of deregulation and its potential danger to Teamster jobs, Schoessling suggested that there are still a few optimistic signs on the horizon for organized labor, citing a recent administrative law judge's order for a new election at Overnite Transportation as one of them.

Schoessling reminded delegates that the key to an optimistic future rested in one thing—their "perseverance."

"There is no magic formula for representing workers," he pointed out. "There never has been. The only successful formula is hard work and determination. Our future as representatives of American workers is hitched to horse sense, not nonsense," he concluded.

"Success is achieved when the rank and file worker is gainfully employed and is being adequately rewarded for his labor. That success is achieved when we throw our support to office seekers who recognize the gut issues and dare to discuss them."

Heeding his warnings, Teamster delegates during their meetings faced head-on many issues confronting them as an industry and as union members. They sought information on existing problems and put their heads together to find common sense solutions and coordinated approaches to confronting and conquering them. Many local area problems were aired and recent developments discussed.

Some of the topics discussed included:

- Difficulties some locals are encountering with employers, who after negotiating a contract, decide not to comply with the terms of the agreement.
- The expansion and growth of conglomerate bakery operations, which are taking over the industry, and possible effects of this change. There were optimistic reports from several cities that at least one company—Entenmann Bakery Co., a division of Warner-Lambert—was expanding rapidly and already has indicated its desire to keep growing with its workers as a part of organized labor.
- Scattered decertification attempts, and the need for coordinated efforts to forestall other attempts and stabilize the industry.

Delegates also heard from a number of other speakers throughout the meeting.

Eastern Conference of Teamsters Director and International Vice President Joseph Trerotola spoke of the similarity of problems in the bakery and dairy industries, especially in terms of the losses each has seen as retail deliveries have been eliminated virtually across the country. Trerotola stressed that the conference needs to diversify and to organize in order to maintain the members currently in its ranks and to bring new members into the Teamsters.

FACE BAKERY CONF. DELEGATES

IBT Vice President Harold Gibbons spoke of his long association with the Bakery Division and reminisced about a prediction made more than 20 years ago foretelling the demise of the route bakery salesman. Gibbons noted that there obviously were many still in business today, as evidenced by the large number of business representatives in attendance at the session. Gibbons pledged his support to assist bakery route salespeople and the conference in any way possible.

IBT Vice President Sam Provenzano spoke of the possibility of mergers among some locals within the industry in the future; and again, heralded the need for bakery locals to get out there and organize.

Another IBT Vice President, John Cleveland, spoke of the changes that have occurred in the industry since he worked in a bakery as a youngster. He reiterated the need for organizing the unorganized and bringing them into union ranks to maintain the Teamsters' traditional bargaining strength.

Canadian Conference Director and International Vice President Edward Lawson, talked about problems facing the bakery industry and commented on the energy crisis now facing North America.

Other speakers during the week included: Jack Thibeau, director of the Teamsters' Dairy Conference; Robert Dietrich of the Eastern Conference of Teamsters, and International Auditor John Hartigan.

Thibeau reported on a recent Chicago strike with Jewel Stores that had just been settled, due largely to the degree of cooperation among the locals involved. He urged similar cooperation among bakery affiliates in settling their own problems.

Hartigan, once a bread salesman himself, spoke of recent trends in the bakery industry and about his work as an International auditor. Hartigan also reported on changes taking place as the implementation of TITAN I and II programs nears completion. He noted that in the not too distant future, virtually all locals will be using the computer system.

Delegates to the conference during the proceedings also elected new officers for the coming year. James J. Catenaro of Local 194 in Union City, N.J. reported that he had decided to step down as secretary-treasurer of the conference due to poor health and impending retirement. In his stead, Joseph Padellaro of Teamster Local 686 was elected to the post.

Reelected were Conference Chairman Harold J. O'Brien, of Local 734 in Chicago, and Vice Chairman David Torre of Local 296 in San Jose, Calif. Howard Logan from the Central Conference of Teamsters is director of the Bakery Conference.

Summing up the days of meetings and the many issues that had been discussed, Conference Director Howard Logan closed the conference by exhorting delegates with a plea for cooperation. "The future success of the Int'l Bakery Conference rests on the shoulders of the younger members of the group," he told them, singling out delegates from each conference. With them at the front, the Bakery Conference can achieve great things.

TEAMSTERS' RETIREE ASSN. TAKES SHAPE

MORE THAN 100 Teamster retirees have been invited to take part in the founding of the National Association of Retired Teamsters in Washington, D.C., Oct. 26-28.

They will appear as representatives of 66 Teamster retiree clubs in 25 states and provinces that contain more than 80 percent of the retired Teamsters living in the United States and Canada.

Invitations to the meeting were sent by Joseph Knight, director of the Ohio Conference of Teamsters retirees program, at the direction of IBT Vice President Jackie Presser of Cleveland.

Knight has headed a pilot retiree program in Ohio since his appointment by Presser who earlier was named by General President Frank E. Fitzsimmons to head the retiree organization mandated by the delegates to the Teamsters Union convention in 1976.

The delegates at that convention unanimously passed a resolution urging the establishment of an International Brotherhood of Teamsters Department for Retiree Affairs to work for the welfare of an estimated 250,000 retirees.

Rather than rush pell-mell into a national program without previous experience in such an unique enterprise, Presser asked Knight to set up a prototype retiree division in Ohio.

Initial research by Knight found that it was necessary not only to determine the number of retirees to be served—in Ohio there are now 35,000—but to provide a forum to hear their needs and learn best how to serve them. Only then could a responsive organizational structure be developed.

Early findings also indicated it was necessary to establish a basic web of retiree clubs to best serve geographic areas. Seventeen such clubs were set up in Ohio.

It was determined that much future retiree activity probably would depend greatly upon available government funding. Therefore, to enhance Teamster retiree political clout it was decided to incorporate a club bylaw that a portion of retired members' dues would go to DRIVE.

Furthermore, every retired Teamster would be encouraged to register to vote.

In the months and years that followed, Knight said, retiree interest in Ohio and other states proved to be very great. This summer it was decided to implement a national organization for Teamster retirees.

"Following a proven format," said Knight, "our first priority will be the establishment of a National Association of Retired Teamsters."

The October founding meeting was scheduled after a positive response was recorded to a questionnaire published in a recent issue of the *International Teamster* magazine.

Knight said the plan is to use the successful elements of the Ohio retiree prototype as a skeletal framework upon which to build a national program for all Teamster retirees.

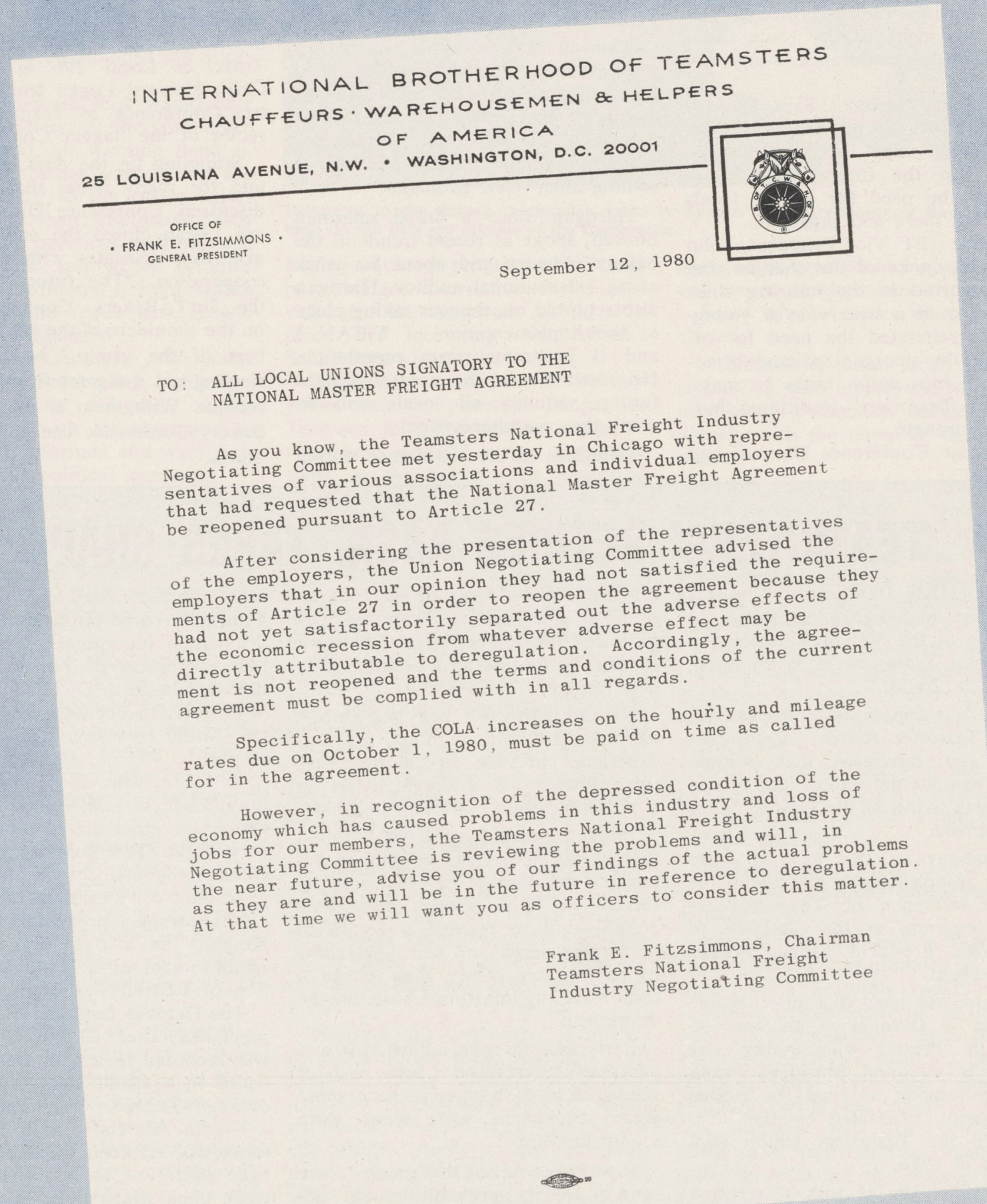
FREIGHT NEGOTIATIONS: OCT. COLA INCREASES ARE STILL DUE

General President Frank E. Fitzsimmons has announced that the full Master Freight agreement is in effect and that the cost of living increase of 49 cents an hour will be forthcoming as called for in the agreement. This announcement follows recent talks between the Union Negotiating Committee and industry employers on the effects of the economy and deregulation.

Prior to discussions held with industry representatives to reopen the National Master Freight Agreement, the full Teamsters National Freight Industry Negotiating Committee met in Chicago on Wednesday, September 10, to review problems of job losses to Teamster members related to economic problems of the trucking industry.

Following the meeting on Thursday, September 11, with representatives of the employers and Trucking Management, Inc., the Union Negotiating Committee advised the employers that they had not satisfied the requirements necessary to reopen the agreement.

Following is the text of a telegram sent to all local unions signatory to the National Master Freight Agreement by General President Frank E. Fitzsimmons:



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA
25 LOUISIANA AVENUE, N.W. • WASHINGTON, D.C. 20001

OFFICE OF
• FRANK E. FITZSIMMONS •
GENERAL PRESIDENT

September 12, 1980

TO: ALL LOCAL UNIONS SIGNATORY TO THE
NATIONAL MASTER FREIGHT AGREEMENT

As you know, the Teamsters National Freight Industry Negotiating Committee met yesterday in Chicago with representatives of various associations and individual employers that had requested that the National Master Freight Agreement be reopened pursuant to Article 27.

After considering the presentation of the representatives of the employers, the Union Negotiating Committee advised the employers that in our opinion they had not satisfied the requirements of Article 27 in order to reopen the agreement because they had not yet satisfactorily separated out the adverse effects of the economic recession from whatever adverse effect may be directly attributable to deregulation. Accordingly, the agreement is not reopened and the terms and conditions of the current agreement must be complied with in all regards.

Specifically, the COLA increases on the hourly and mileage rates due on October 1, 1980, must be paid on time as called for in the agreement.

However, in recognition of the depressed condition of the economy which has caused problems in this industry and loss of jobs for our members, the Teamsters National Freight Industry Negotiating Committee is reviewing the problems and will, in the near future, advise you of our findings of the actual problems as they are and will be in the future in reference to deregulation. At that time we will want you as officers to consider this matter.

Frank E. Fitzsimmons, Chairman
Teamsters National Freight
Industry Negotiating Committee

YOUR BALLOT CAN MAKE A DIFFERENCE!

Next month, millions of Teamsters and their families will go to the polls with other citizens to vote for President, Vice President, 13 Governors, 34 Senators and 435 House Representatives.

Any programs offered by candidates for the Presidency can have a major impact on Teamsters and other workers, as this month's cover depicts, especially in the area of jobs programs as well as safety and labor legislation.

The 96th Congress has been marked with frustration for the labor movement, and in particular, for the International Brotherhood of Teamsters. Along with attacks on existing labor protection laws and social programs, we faced a determined effort to deregulate the trucking industry.

How our members' needs are answered in the future will depend largely on the Administration and the legislators we select to lead us when we go to the polls November 4.

This month *International Teamster* publishes a representative selection of House and Senate votes taken during 1980. (Another voting record, which appeared in the March, 1980 issue of the magazine, detailed votes taken during 1979.) The Teamsters' Legislative Department will be making this complete voting record of the 96th Congress available to each local union very shortly for referral by interested members. Many of the key votes this session concerned deregulation of the trucking industry.

Your union and its Legislative Department urge you to exercise your right to vote and make your voice heard on November 4. It's the only way we can hope to effect change and make gains important to our members and their well-being.

You also are urged to consider this record when voting on Election Day, along with other selection factors you, as individuals, may consider important.

CONGRESSIONAL VOTING RECORD 96th CONGRESS

SENATE VOTES

1. TRUCKING DEREGULATION

Hollings Amendment to S.2245, to re-establish regulation of food and food products. The amendment was defeated 39 Yeas to 47 Noes.

A right vote was "Yea".

(04/15/80)

2. TRUCKING DEREGULATION

Schmitt Amendment to S.2245, to deregulate all traffic to and from communities of 50,000 or less. The amendment was defeated 36 Yeas to 51 Noes.

A right vote was "No".

(04/15/80)

3. TRUCKING DEREGULATION

Magnuson Amendment to S.2245, to tighten the entry provisions of the bill. The amendment was defeated 34 Yeas to 56 Noes.

A right vote was "Yea".

(04/15/80)

4. TRUCKING DEREGULATION

Final passage of S.2245. The bill passed by a vote of 70 Yeas to 20 Noes.

A right vote was "No".

(04/15/80)

5. LUBBERS' NOMINATION

Second attempt to close debate and end the filibuster on William A. Lubbers' nomination as general counsel to the National Labor Relations Board. Debate was ended by a vote of 62 Yeas to 34 Noes. Sixty votes are required to end a filibuster.

A right vote was "Yea".

(04/22/80)

6. LUBBERS' NOMINATION

Confirmation of the Lubbers' nomination. Mr. Lubbers was confirmed by a vote of 57 Yeas to 39 Noes.

A right vote was "Yea".

(04/22/80)

7. DAVIS BACON III

A motion to table an amendment to S.2080, the Public Buildings Act. The amendment would have exempted "at least 10 percent" of Public Buildings Act construction from Davis Bacon. The motion to table passed 48 Yeas to 34 Noes.

A right vote was "Yea".

(06/20/80)

8. ZIMMERMAN NOMINATION

Third attempt to close debate and end the filibuster on Don A. Zimmerman's nomination to be a member of the National Labor Relations Board. Debate was ended by a vote of 63 Yeas to 31 Noes.

A right vote was "Yea".

(08/05/80)

KEY TO SYMBOLS

R	**Voted Right**
W	**Voted Wrong**
A	**Absent or did not vote**
X	**Not in Office**

	1	2	3	4	5	6	7	8
ALABAMA								
Heflin (D)	R	R	R	R	R	W	R	R
Stewart (D)	R	R	R	R	R	R	R	R
ALASKA								
Gravel (D)	A	A	A	A	R	R	A	R
Stevens (R)	R	R	R	W	W	A	A	R
ARIZONA								
DeConcini (D)	A	A	A	A	R	R	A	R
Goldwater (R)	W	W	W	W	W	W	A	W
ARKANSAS								
Bumpers (D)	A	A	A	A	R	R	R	R
Pryor (D)	W	R	W	W	W	W	W	R

	1	2	3	4	5	6	7	8
CALIFORNIA								
Cranston (D)	R	W	R	W	R	R	R	R
Hayakawa (R)	W	W	W	W	W	W	W	W
COLORADO								
Hart (D)	W	W	W	W	R	R	R	R
Armstrong (R)	W	W	W	W	W	W	W	W
CONNECTICUT								
Ribicoff (D)	W	W	W	W	R	R	R	R
Weicker (R)	W	W	W	W	R	R	R	R
DELAWARE								
Biden (D)	W	W	W	W	R	R	R	R
Roth (R)	W	W	W	W	W	W	W	W

	1	2	3	4	5	6	7	8
FLORIDA								
Chiles (D)	W	W	W	W	R	R	R	W
Stone (D)	R	W	W	W	R	W	W	W
GEORGIA								
Nunn (D)	W	W	W	W	R	R	W	W
Talmadge (D)	A	A	A	A	R	R	A	A
HAWAII								
Inouye (D)	R	R	R	R	R	R	R	R
Matsunaga (D)	R	R	R	R	A	R	R	R
IDAHO								
Church (D)	W	R	R	W	R	R	A	A
McClure (R)	W	W	W	W	A	W	W	A
ILLINOIS								
Stevenson (D)	W	W	W	W	R	R	W	R
Percy (R)	A	A	W	W	R	R	W	R
INDIANA								
Bayh (D)	R	R	R	W	R	R	A	R
Lugar (R)	W	W	W	W	W	W	W	W
IOWA								
Culver (D)	R	R	R	W	R	R	A	R
Jepsen (R)	W	R	R	W	W	W	W	W
KANSAS								
Dole (R)	W	W	W	W	W	W	W	W
Kassebaum (R)	W	R	W	W	W	W	W	R
KENTUCKY								
Ford (D)	W	R	R	W	R	R	R	R
Huddleston (D)	W	R	R	W	R	R	A	R
LOUISIANA								
Johnston (D)	W	R	R	W	W	W	R	R
Long (D)	R	R	R	W	A	A	A	A
MAINE								
*Muskie (D)	R	R	R	R	R	R	R	R
Cohen (R)	R	R	R	R	W	W	A	R
MARYLAND								
Sarbanes (D)	R	R	R	W	R	R	R	R
Mathias (R)	R	R	R	W	R	R	R	R
MASSACHUSETTS								
Kennedy (D)	A	A	A	A	R	R	A	R
Tsongas (D)	W	W	W	W	R	R	R	R
MICHIGAN								
Levin (D)	W	R	R	W	R	R	R	R
Riegle (D)	A	A	A	A	R	R	R	R
MINNESOTA								
Boschwitz (R)	R	R	W	W	W	W	W	W
Durenberger (R)	A	A	A	A	W	W	R	A
MISSISSIPPI								
Stennis (D)	W	W	W	W	R	W	W	R
Cochran (R)	R	W	W	W	W	W	W	W
MISSOURI								
Eagleton (D)	R	R	R	R	R	R	A	R
Danforth (R)	R	R	W	W	R	R	A	R
MONTANA								
Baucus (D)	R	R	W	W	R	R	R	R
Melcher (D)	R	W	R	R	R	R	R	R
NEBRASKA								
Exon (D)	R	R	W	W	R	R	W	R
Zorinsky (D)	R	R	W	W	R	W	R	W
NEVADA								
Cannon (D)	W	W	W	W	W	R	R	W
Laxalt (R)	R	W	W	W	W	W	W	W
NEW HAMPSHIRE								
Durkin (D)	R	R	R	R	R	R	R	R
Humphrey (R)	W	W	W	W	W	W	W	W

* Muskie replaced by George Mitchell (D); votes #7 and #8 are his.

	1	2	3	4	5	6	7	8
NEW JERSEY								
Bradley (D)	A	A	A	A	R	R	R	R
Williams (D)	W	W	W	W	R	R	R	R
NEW MEXICO								
Domenici (R)	W	W	W	W	W	W	A	W
Schmitt (R)	W	W	W	W	W	W	W	W
NEW YORK								
Moynihan (D)	A	A	W	W	R	R	R	R
Javits (R)	W	R	R	W	R	R	R	R
NORTH CAROLINA								
Morgan (D)	R	R	R	W	W	W	W	W
Helms (R)	R	W	W	W	W	W	W	W
NORTH DAKOTA								
Burdick (D)	R	R	R	R	R	R	R	R
Young (R)	W	R	A	A	W	W	W	W
OHIO								
Glenn (D)	R	R	R	W	R	R	R	R
Metzenbaum (D)	W	W	W	W	R	R	R	R
OKLAHOMA								
Boren (D)	R	R	R	R	R	R	W	R
Bellmon (R)	W	R	W	W	W	W	R	W
OREGON								
Hatfield (R)	W	W	W	W	R	R	W	R
Packwood (R)	W	W	W	W	R	R	R	R
PENNSYLVANIA								
Heinz (R)	A	R	W	W	R	W	R	R
Schweiker (R)	W	W	W	W	W	W	R	R
RHODE ISLAND								
Pell (D)	W	R	W	W	R	R	R	R
Chafee (R)	W	W	W	W	R	R	R	R
SOUTH CAROLINA								
Hollings (D)	R	R	R	R	W	W	R	W
Thurmond (R)	W	R	W	W	W	W	W	W
SOUTH DAKOTA								
McGovern (D)	R	R	W	R	R	R	A	R
Pressler (R)	A	A	R	R	W	W	W	W
TENNESSEE								
Sasser (D)	R	R	R	R	R	R	R	R
Baker (R)	A	A	A	A	W	W	W	R
TEXAS								
Bentsen (D)	W	W	W	W	R	R	A	R
Tower (R)	W	R	W	W	W	W	A	W
UTAH								
Garn (R)	R	R	W	W	W	W	W	W
Hatch (R)	R	R	W	W	W	W	W	W
VERMONT								
Leahy (D)	W	R	W	W	R	R	R	R
Stafford (R)	W	W	W	W	R	R	R	R
VIRGINIA								
Byrd H. (I)	W	R	W	W	R	W	W	W
Warner (R)	W	R	W	W	W	W	W	W
WASHINGTON								
Jackson (D)	R	R	R	R	R	R	R	R
Magnuson (D)	R	R	R	R	R	R	R	R
WEST VIRGINIA								
Byrd R. (D)	R	R	R	R	R	R	R	R
Randolph (D)	R	R	R	R	R	R	R	R
WISCONSIN								
Nelson (D)	R	R	W	R	R	A	R	R
Proxmire (D)	W	W	W	W	R	R	R	R
WYOMING								
Simpson (R)	W	W	W	W	W	W	W	W
Wallop (R)	W	W	W	W	A	A	W	A

HOUSE VOTES

96th Congress

1. DAVIS BACON III

An amendment to delete from H.R.5980, a bill dealing with anti-recession fiscal assistance, language requiring the payment of prevailing wages under the Davis Bacon Act with counter-cyclical and targeted fiscal assistance funds. The amendment was rejected by a vote of 130 Yeas to 266 Noes.

A right vote was "No".
(01/31/80)

2. UNEMPLOYMENT COMPENSATION/PENSION OFFSET

Passage of a bill, H.R.5507, to modify and postpone until January 1, 1982, a federal requirement that states reduce unemployment compensation payments to individuals by the amount of certain pension benefits they receive. The bill passed by a vote of 306 Yeas to 97 Noes.

A right vote was "Yea".
(02/06/80)

3. CONSCIENTIOUS OBJECTION TO UNION MEMBERSHIP

A motion to suspend the rules and pass a bill, H.R.4774, to waive federal labor laws requiring union membership or payment of dues for workers who objected to union membership on religious grounds. The motion passed by the two-thirds majority required under suspension of the rules by a vote of 349 Yeas to 15 Noes.

A right vote was "No".
(02/16/80)

4. TRUCKING DEREGULATION

Fenwick amendment to H.R.6418, to expand agricultural exemptions for food and food products. The amendment was defeated by a vote of 113 Yeas to 287 Noes.

A right vote was "No".
(06/19/80)

5. SOFT DRINK FRANCHISING

A motion to suspend the rules and pass a bill, H.R.3567, to insulate from antitrust challenge certain exclusive licenses owned by soft drink bottlers. The motion passed by the two-thirds majority required under suspension of the rules by a vote of 377 Yeas to 34 Noes.

A right vote was "Yea".
(06/24/80)

6. OSHA AMENDMENT

Amendment to H.R.7998 to prohibit use of OSHA funds to administer or enforce any safety standard, rule, regulation, or order with respect to any employer of 10 or fewer employees who is included within a category having an occupational injury lost work day case rate less than the national average rate. The amendment was accepted by a vote of 225 Ayes to 178 Noes.

A right vote was "No".
(08/27/80)

KEY TO SYMBOLS

R	**Voted Right**
W	**Voted Wrong**
A	**Absent or did not vote**
X	**Not in Office**

		1	2	3	4	5	6
ALABAMA							
1	Edwards J. (R)	W	W	W	R	R	W
2	Dickinson (R)	W	W	W	R	R	W
3	Nichols (D)	R	W	W	R	R	W
4	Bevill (D)	R	W	W	R	R	R
5	Flippo (D)	R	R	W	R	R	R
6	Buchanan (R)	W	R	W	W	R	W
7	Shelby (D)	R	R	W	R	R	W
ALASKA							
AL	Young D. (R)	R	R	A	R	R	A
ARIZONA							
1	Rhodes (R)	W	A	A	R	R	W
2	Udall (D)	R	R	A	R	R	W
3	Stump (D)	W	W	W	R	R	W
4	Rudd (R)	W	W	A	R	R	W
ARKANSAS							
1	Alexander (D)	R	R	A	R	R	W
2	Bethune (R)	W	W	W	R	R	W
3	Hammerschmidt (R)	W	W	W	R	R	W
4	Anthony (D)	W	R	W	R	R	W
CALIFORNIA							
1	Johnson H. (D)	R	R	W	R	R	R
2	Clausen (R)	R	R	W	R	R	W
3	Matsui (D)	R	R	W	R	R	R
4	Fazio (D)	R	R	A	R	R	R
5	Burton J. (D)	A	R	R	W	R	R
6	Burton P. (D)	R	R	R	R	W	R
7	Miller G. (D)	A	R	W	W	R	R
8	Dellums (D)	A	R	W	W	W	R
9	Stark (D)	R	R	W	R	W	R
10	Edwards D. (D)	R	R	W	R	W	R
11	Royer (R)	R	R	W	R	R	W
12	McCloskey (R)	R	A	A	W	R	R
13	Mineta (D)	R	R	W	R	R	R
14	Shumway (R)	A	A	W	R	R	W
15	Coelho (D)	R	A	A	R	R	R
16	Panetta (D)	R	R	W	W	R	W
17	Pashayan (R)	R	A	W	W	R	W
18	Thomas (R)	W	R	W	R	R	W
19	Lagomarsino (R)	R	R	W	R	R	W
20	Goldwater (R)	W	R	W	W	R	W
21	Corman (D)	R	R	A	R	R	R
22	Moorhead C. (R)	W	W	W	R	R	W
23	Beilenson (D)	R	R	W	W	W	R
24	Waxman (D)	R	R	A	W	R	R
25	Roybal (D)	R	R	W	R	W	R
26	Rousselot (R)	W	W	W	R	R	W
27	Dornan (R)	W	R	A	W	R	W
28	Dixon (D)	R	R	W	R	R	R
29	Hawkins (D)	A	R	W	R	R	R
30	Danielson (D)	R	R	W	A	R	R
31	Wilson C. H. (D)	R	A	A	A	A	A

		1	2	3	4	5	6
32	Anderson G. (D)	R	R	A	R	R	R
33	Grisham (R)	A	R	W	R	R	W
34	Lungren (R)	W	R	W	W	R	W
35	Lloyd (D)	R	R	W	R	W	W
36	Brown G. (D)	R	R	W	R	R	R
37	Lewis (R)	R	R	W	R	R	W
38	Patterson (D)	R	R	W	R	R	R
39	Dannemeyer (R)	W	W	W	W	R	W
40	Badham (R)	W	W	W	R	R	W
41	Wilson B. (R)	A	R	W	A	R	W
42	Van Deerlin (D)	R	R	A	W	R	R
43	Burgener (R)	W	W	W	R	R	W
COLORADO							
1	Schroeder (D)	R	R	W	R	R	R
2	Wirth (D)	R	R	W	W	R	R
3	Kogovsek (D)	R	R	W	R	R	R
4	Johnson J. (R)	W	W	A	R	R	W
5	Kramer (R)	W	W	W	W	R	W
CONNECTICUT							
1	Cotter (D)	R	R	W	R	R	R
2	Dodd (D)	R	R	W	R	A	A
3	Giaimo (D)	R	R	A	A	R	A
4	McKinney (R)	R	W	W	W	R	R
5	Ratchford (D)	R	R	W	R	W	R
6	Moffett (D)	R	R	A	A	W	R
DELAWARE							
AL	Evans T. (R)	W	A	W	W	R	W
FLORIDA							
1	Hutto (D)	A	W	W	R	R	W
2	Fuqua (D)	R	W	W	R	R	W
3	Bennett (D)	R	W	W	R	R	W
4	Chappell (D)	W	W	A	R	R	W
5	Kelly (R)	W	W	W	A	R	W
6	Young C. W. (R)	W	W	W	R	R	W
7	Gibbons (D)	W	R	A	W	R	W
8	Ireland (D)	W	W	W	R	R	W
9	Nelson (D)	W	R	W	W	R	W
10	Bafalis (R)	W	W	W	W	R	W
11	Mica (D)	W	R	W	W	R	W
12	Stack (D)	R	R	W	W	R	R
13	Lehman (D)	R	R	W	W	R	R
14	Pepper (D)	R	R	W	R	A	A
15	Fascell (D)	R	R	W	R	A	R
GEORGIA							
1	Ginn (D)	R	R	W	R	R	R
2	Mathis (D)	A	A	W	R	R	W
3	Brinkley (D)	R	R	W	R	R	W
4	Levitas (D)	R	R	W	R	R	W
5	Fowler (D)	R	A	W	R	R	W
6	Gingrich (R)	W	R	W	R	R	W
7	McDonald (D)	W	W	W	W	R	W
8	Evans B. (D)	W	W	W	R	R	W
9	Jenkins (D)	W	R	W	R	R	W
10	Barnard (D)	W	R	W	R	R	W
HAWAII							
1	Heftel (D)	R	R	W	W	R	W
2	Akaka (D)	R	R	W	R	R	W
IDAHO							
1	Symms (R)	R	W	A	R	R	A
2	Hansen (R)	W	W	A	R	R	W
ILLINOIS							
1	Stewart (D)	R	R	W	A	R	R
2	Murphy M. (D)	A	A	A	R	R	A
3	Russo (D)	R	R	W	W	R	R
4	Derwinski (R)	R	R	W	W	W	W
5	Fary (D)	R	R	W	R	R	R
6	Hyde (R)	R	R	W	A	R	W
7	Collins C. (D)	R	R	W	R	A	R
8	Rostenkowski (D)	R	A	W	R	R	R
9	Yates (D)	R	R	W	W	W	R
10	Porter (R)	W	W	W	W	R	W
11	Annunzio (D)	R	R	W	R	R	R
12	Crane P. (R)	A	A	W	W	R	W
13	McClory (R)	W	R	W	R	R	W
14	Erlenborn (R)	W	W	A	W	A	W
15	Corcoran (R)	W	R	W	R	A	W
16	Anderson J. (R)	A	A	A	A	A	A
17	O'Brien (R)	R	R	W	W	R	W
18	Michel (R)	W	W	W	R	R	W
19	Railsback (R)	R	A	W	R	R	A
20	Findley (R)	R	R	A	R	R	W
21	Madigan (R)	R	R	W	W	A	W
22	Crane D. (R)	W	W	W	W	R	W
23	Price (D)	R	R	W	R	R	R
24	Simon (D)	R	R	A	W	R	R
INDIANA							
1	Benjamin (D)	R	R	W	R	R	R
2	Fithian (D)	R	R	W	R	R	A
3	Brademas (D)	R	R	W	R	R	R
4	Quayle (R)	W	R	W	W	R	W
5	Hillis (R)	A	R	W	R	R	W
6	Evans D. (D)	R	W	W	R	R	W
7	Myers J. (R)	R	W	W	W	R	W
8	Deckard (R)	W	R	W	W	R	W
9	Hamilton (D)	R	R	W	R	R	W
10	Sharp (D)	R	R	W	R	R	W
11	Jacobs (D)	R	R	W	R	R	W
IOWA							
1	Leach J. (R)	W	R	W	W	R	W
2	Tauke (R)	W	R	W	R	R	W
3	Grassley (R)	W	R	W	R	R	W
4	Smith N. (D)	R	R	W	R	R	W
5	Harkin (D)	R	R	W	W	R	W
6	Bedell (D)	R	R	W	R	R	W
KANSAS							
1	Sebelius (R)	W	W	W	A	R	W
2	Jeffries (R)	W	W	W	R	R	W
3	Winn (R)	W	W	W	R	R	W
4	Glickman (D)	R	W	W	R	R	W
5	Whittaker (R)	W	W	W	R	R	W
KENTUCKY							
1	Hubbard (D)	R	W	W	R	R	W
2	Natcher (D)	R	R	W	R	R	R
3	Mazzoli (D)	R	R	W	W	R	R
4	Snyder (R)	R	W	W	R	R	W
5	Carter (R)	W	W	W	R	R	W
6	Hopkins (R)	A	W	W	R	R	W
7	Perkins (D)	R	R	W	W	R	R
LOUISIANA							
1	Livingston (R)	W	R	W	R	R	W
2	Boggs (D)	A	R	W	A	R	R
3	*Treen (R)	A	R	A	R	A	W
4	Leach C. (D)	R	R	A	A	R	A
5	Huckaby (D)	W	R	W	R	R	W
6	Moore (R)	W	R	W	W	R	W
7	Breaux (D)	W	R	W	R	R	W
8	Long G. (D)	R	R	A	R	R	R
MAINE							
1	Emery (R)	W	A	W	R	R	W
2	Snowe (R)	W	R	W	R	R	W
MARYLAND							
1	Bauman (R)	W	R	W	R	R	W
2	Long C. (D)	W	R	W	R	R	R
3	Mikulski (D)	R	R	W	R	R	R
4	Holt (R)	W	R	W	R	R	W
5	Spellman (D)	R	R	A	W	R	W
6	Byron B. (D)	W	R	A	R	R	W
7	Mitchell P. (D)	R	R	W	A	W	R
8	Barnes (D)	A	R	W	W	R	R
MASSACHUSETTS							
1	Conte (R)	R	R	W	W	R	R
2	Boland (D)	R	R	W	W	R	R
3	Early (D)	R	R	W	R	W	R
4	Drinan (D)	R	R	W	R	W	R
5	Shannon (D)	R	R	R	W	W	R
6	Mavroules (D)	R	R	W	R	R	R
7	Markey (D)	R	R	W	W	W	R

* Treen replaced by Wilbert Tauzin (D); votes #4, #5 and #6 are his.

		1	2	3	4	5	6
8	O'Neill (D)	SPEAKER					
9	Moakley (D)	R	R	W	R	R	R
10	Heckler (R)	R	R	W	W	R	R
11	Donnelly (D)	R	R	W	R	R	R
12	Studds (D)	R	R	W	W	R	R
MICHIGAN							
1	Conyers (D)	R	R	A	W	W	A
2	Pursell (R)	R	R	W	W	R	R
3	Wolpe (D)	R	R	W	R	W	R
4	Stockman (R)	W	W	W	W	R	W
5	Sawyer (R)	W	R	W	R	R	W
6	Carr (D)	R	R	W	W	R	R
7	Kildee (D)	R	R	W	R	R	R
8	Traxler (D)	R	R	W	W	R	R
9	Vander Jagt (R)	W	R	W	R	R	W
10	Albosta (D)	R	R	W	R	R	W
11	Davis (R)	R	R	W	W	R	R
12	Bonior (D)	R	R	W	W	R	R
13	Diggs (D)	A	R	R	X	X	X
14	Nedzi (D)	R	R	W	A	R	A
15	Ford W. (D)	R	R	R	A	R	R
16	Dingell (D)	R	R	R	R	R	R
17	Brodhead (D)	R	R	W	W	R	R
18	Blanchard (D)	R	R	A	R	R	R
19	Broomfield (R)	W	W	W	R	R	W
MINNESOTA							
1	Erdahl (R)	W	W	W	R	R	W
2	Hagedorn (R)	A	W	W	R	R	W
3	Frenzel (R)	A	W	W	R	R	W
4	Vento (D)	R	R	R	R	R	R
5	Sabo (D)	R	R	R	R	R	R
6	Nolan (D)	R	R	A	A	R	R
7	Stangeland (R)	W	W	W	R	R	W
8	Oberstar (D)	R	R	W	R	R	R
MISSISSIPPI							
1	Whitten (D)	W	R	W	R	R	W
2	Bowen (D)	W	R	W	W	R	A
3	Montgomery (D)	W	W	W	R	R	W
4	Hinson (R)	W	W	W	R	R	W
5	Lott (R)	A	W	W	R	R	W
MISSOURI							
1	Clay (D)	R	R	W	A	R	R
2	Young R. (D)	R	A	R	R	R	R
3	Gephardt (D)	R	R	W	W	R	W
4	Skelton (D)	R	R	W	R	R	W
5	Bolling (D)	R	R	W	A	R	R
6	Coleman (R)	W	W	W	R	R	W
7	Taylor (R)	R	W	W	R	R	W
8	Ichord (D)	R	W	W	A	R	A
9	Volkmer (D)	R	R	R	R	R	R
10	Burlison (D)	R	R	W	W	R	R
MONTANA							
1	Williams P. (D)	R	R	W	R	R	R
2	Marlenee (R)	R	R	A	R	R	W
NEBRASKA							
1	Bereuter (R)	W	W	W	W	R	W
2	Cavanaugh (D)	R	R	A	R	W	R
3	Smith V. (R)	W	R	W	W	R	W
NEVADA							
AL	Santini (D)	A	R	W	A	W	W
NEW HAMPSHIRE							
1	D'Amours (D)	R	R	W	R	R	R
2	Cleveland (R)	R	W	W	R	R	W
NEW JERSEY							
1	Florio (D)	R	R	R	R	R	R
2	Hughes (D)	R	R	W	W	R	W
3	Howard (D)	R	R	W	R	R	R
4	Thompson (D)	R	R	W	R	R	R
5	Fenwick (R)	W	W	W	W	R	R
6	Forsythe (R)	W	W	W	W	R	W
7	Maguire (D)	R	R	W	W	W	R
8	Roe (D)	R	R	W	R	R	R
9	Hollenbeck (R)	R	R	W	R	R	R
10	Rodino (D)	R	A	W	R	R	R
11	Minish (D)	R	R	W	W	R	R
12	Rinaldo (R)	R	R	W	R	R	R
13	Courter (R)	R	R	W	W	R	R
14	Guarini (D)	R	R	W	R	R	R
15	Patten (D)	R	R	W	R	R	R
NEW MEXICO							
1	Lujan (R)	R	R	A	W	R	W
2	Runnels (D)	A	A	W	A	A	X
NEW YORK							
1	Carney (R)	A	R	W	R	R	W
2	Downey (D)	R	R	W	R	A	R
3	Ambro (D)	R	R	W	R	R	R
4	Lent (R)	R	R	A	W	R	W
5	Wydler (R)	R	R	W	A	W	R
6	Wolff (D)	A	R	W	W	A	A
7	Addabbo (D)	A	R	W	W	R	R
8	Rosenthal (D)	R	R	W	W	W	R
9	Ferraro (D)	R	R	W	R	R	R
10	Biaggi (D)	R	R	W	R	R	R
11	Scheuer (D)	R	R	W	R	W	R
12	Chisholm (D)	R	R	W	W	R	R
13	Solarz (D)	R	R	W	W	W	R
14	Richmond (D)	R	R	W	R	W	R
15	Zeferetti (D)	A	R	A	R	R	R
16	Holtzman (D)	R	R	W	A	R	A
17	Murphy J. (D)	R	R	W	R	A	A
18	Green (R)	R	R	W	W	W	R
19	Rangel (D)	R	R	W	W	R	R
20	Weiss (D)	R	R	R	A	W	R
21	Garcia (D)	R	R	A	W	R	R
22	Bingham (D)	R	R	W	W	W	R
23	Peyser (D)	R	R	W	R	R	R
24	Ottinger (D)	R	R	W	W	R	R
25	Fish (R)	R	W	W	W	R	R
26	Gilman (R)	R	R	W	W	R	R
27	McHugh (D)	R	A	W	W	R	W
28	Stratton (D)	R	R	W	W	R	W
29	Solomon (R)	W	R	W	A	R	W
30	McEwen (R)	A	W	A	A	R	W
31	Mitchell D. (R)	R	R	A	R	R	W
32	Hanley (D)	R	R	W	R	R	W
33	Lee (R)	A	W	W	A	R	W
34	Horton (R)	R	R	A	R	R	R
35	Conable (R)	W	W	W	W	R	W
36	LaFalce (D)	R	R	W	W	R	R
37	Nowak (D)	R	R	W	R	R	R
38	Kemp (R)	R	W	W	W	R	A
39	Lundine (D)	R	R	W	W	R	R
NORTH CAROLINA							
1	Jones W. (D)	A	R	A	R	R	W
2	Fountain (D)	W	R	W	R	R	W
3	Whitley (D)	A	R	W	R	R	W
4	Andrews I. (D)	W	R	W	R	R	W
5	Neal (D)	W	R	W	R	R	W
6	Preyer (D)	W	R	W	R	R	W
7	Rose (D)	W	R	W	R	R	W
8	Hefner (D)	W	R	A	R	R	W
9	Martin (R)	W	R	W	R	R	W
10	Broyhill (R)	W	W	W	R	R	W
11	Gudger (D)	W	R	W	R	R	W
NORTH DAKOTA							
AL	Andrews M. (R)	R	A	A	R	R	W
OHIO							
1	Gradison (R)	R	W	W	W	R	R
2	Luken (D)	R	R	W	R	R	R
3	Hall T. (D)	R	R	W	W	R	R
4	Guyer (R)	W	W	W	R	R	W
5	Latta (R)	W	W	W	R	R	W
6	Harsha (R)	R	W	W	R	R	W
7	Brown C. (R)	A	W	W	R	A	W
8	Kindness (R)	W	W	W	R	R	W
9	Ashley (D)	R	R	W	R	R	R
10	Miller C. (R)	W	W	W	W	R	W
11	Stanton (R)	R	R	A	R	R	R
12	Devine (R)	W	W	W	R	R	A
13	Pease (D)	R	R	W	R	W	R
14	Seiberling (D)	R	R	R	R	R	R
15	Wylie (R)	R	R	W	R	R	W

		1	2	3	4	5	6
16	Regula (R)	R	R	W	R	R	R
17	Ashbrook (R)	W	W	A	R	R	W
18	Applegate (D)	R	R	W	R	R	W
19	Williams L. (R)	R	R	W	R	R	R
20	Oakar (D)	R	R	W	R	W	R
21	Stokes (D)	A	R	W	W	R	R
22	Vanik (D)	R	R	A	W	R	R
23	Mottl (D)	R	R	W	W	W	R
OKLAHOMA							
1	Jones J. (D)	R	R	W	R	R	W
2	Synar (D)	R	R	W	R	R	R
3	Watkins (D)	W	R	W	R	R	W
4	Steed (D)	R	W	W	R	R	W
5	Edwards M. (R)	W	W	A	R	R	W
6	English (D)	R	R	W	W	R	W
OREGON							
1	AuCoin (D)	R	R	W	R	R	R
3	Ullman (D)	R	R	A	R	R	W
3	Duncan R. (D)	R	R	W	R	R	R
4	Weaver (D)	R	R	W	W	R	R
PENNSYLVANIA							
1	Myers M. (D)	R	R	A	R	R	A
2	Gray (D)	R	R	W	R	R	R
3	Lederer (D)	R	R	A	R	R	A
4	Dougherty (R)	R	R	W	R	R	R
5	Schulze (R)	W	W	W	R	R	W
6	Yatron (D)	R	R	W	R	R	W
7	Edgar (D)	R	R	W	R	R	R
8	Kostmayer (D)	R	R	A	W	R	R
9	Shuster (R)	W	W	W	R	R	W
10	McDade (R)	R	R	W	W	R	R
11	*Flood (D)	A	X	X	R	R	R
12	Murtha (D)	R	A	W	R	R	R
13	Coughlin (R)	W	R	W	W	R	W
14	Moorhead W. (D)	R	R	W	R	R	A
15	Ritter (R)	R	R	A	R	R	R
16	Walker (R)	W	W	A	R	R	W
17	Ertel (D)	R	R	W	W	A	R
18	Walgren (D)	R	R	W	R	R	R
19	Goodling (R)	W	W	W	W	R	W
20	Gaydos (D)	R	R	W	R	R	R
21	Bailey (D)	R	R	W	R	R	R
22	Murphy A. (D)	R	R	W	R	R	R
23	Clinger (R)	R	R	W	R	R	W
24	Marks (R)	R	R	W	R	R	A
25	Atkinson (D)	R	W	W	R	R	W
RHODE ISLAND							
1	St. Germain (D)	R	A	W	R	R	R
2	Beard E. (D)	R	R	W	R	R	A
SOUTH CAROLINA							
1	Davis (D)	R	A	A	A	R	W
2	Spence (R)	W	R	A	R	R	W
3	Derrick (D)	W	R	W	A	A	W
4	Campbell (R)	W	A	W	R	R	W
5	Holland (D)	R	R	W	R	R	W
6	Jenrette (D)	R	R	W	A	A	W
SOUTH DAKOTA							
1	Daschle (D)	R	R	W	R	R	W
2	Abdnor (R)	W	R	W	R	R	A
TENNESSEE							
1	Quillen (R)	R	W	W	R	R	W
2	Duncan J. (R)	W	W	W	R	R	W
3	Bouquard (D)	R	R	W	R	R	W
4	Gore (D)	R	R	W	R	R	R
5	Boner (D)	R	R	W	R	R	R
6	Beard R. (R)	W	W	W	R	R	W
7	Jones E. (D)	R	R	W	A	R	W
8	Ford H. (D)	R	R	W	R	A	R

* Flood replaced by Raphael Musto (D); votes #4, #5 and #6 are his.

		1	2	3	4	5	6
TEXAS							
1	Hall S. (D)	W	W	W	R	R	W
2	Wilson C. (D)	R	R	W	W	R	W
3	Collins J. (R)	W	W	W	R	R	W
4	Roberts (D)	W	R	A	R	R	W
5	Mattox (D)	R	R	W	R	R	R
6	Gramm (D)	W	W	W	W	R	W
7	Archer (R)	W	W	W	R	A	W
8	Eckhardt (D)	R	R	R	R	W	R
9	Brooks (D)	R	R	A	R	R	W
10	Pickle (D)	R	R	A	R	R	W
11	Leath (D)	A	W	W	R	R	W
12	Wright (D)	A	R	A	R	R	A
13	Hightower (D)	W	A	W	R	R	W
14	Wyatt (D)	A	A	A	R	R	W
15	de la Garza (D)	W	R	W	W	R	W
16	White (D)	W	R	A	R	R	W
17	Stenholm (D)	W	W	W	W	R	W
18	Leland (D)	R	R	R	R	R	R
19	Hance (D)	W	R	W	R	R	W
20	Gonzalez (D)	R	R	W	W	R	R
21	Loeffler (R)	W	R	W	R	R	W
22	Paul (R)	W	W	W	W	R	W
23	Kazen (D)	R	R	W	R	R	W
24	Frost (D)	R	R	W	R	R	A
UTAH							
1	McKay (D)	R	W	W	R	R	W
2	Marriott (R)	W	R	A	R	R	W
VERMONT							
AL	Jeffords (R)	A	R	W	W	W	W
VIRGINIA							
1	Trible (R)	W	R	W	R	R	W
2	Whitehurst (R)	W	R	W	R	R	W
3	Satterfield (D)	W	R	W	R	R	W
4	Daniel R. W. (R)	W	W	W	R	R	W
5	Daniel D. (D)	W	R	W	R	R	W
6	Butler (R)	W	W	W	R	R	W
7	Robinson (R)	W	R	W	R	R	W
8	Harris (D)	R	R	W	W	R	W
9	Wampler (R)	W	R	A	R	R	W
10	Fisher (D)	R	R	W	W	R	W
WASHINGTON							
1	Pritchard (R)	R	A	A	W	R	W
2	Swift (D)	R	R	W	R	R	R
3	Bonker (D)	R	R	W	R	R	W
4	McCormack (D)	R	A	W	R	R	R
5	Foley (D)	R	R	W	R	R	W
6	Dicks (D)	R	R	W	R	R	R
7	Lowry (D)	R	R	W	R	R	R
WEST VIRGINIA							
1	Mollohan (D)	R	A	W	R	R	R
2	Staggers (D)	R	R	W	R	R	A
3	*Slack (D)	R	R	W	X	X	R
4	Rahall (D)	R	R	W	R	A	R
WISCONSIN							
1	Aspin (D)	R	R	A	R	R	W
2	Kastenmeier (D)	R	R	W	R	R	R
3	Baldus (D)	R	R	W	W	R	W
4	Zablocki (D)	R	R	W	R	R	R
5	Reuss (D)	R	R	W	A	W	R
6	Petri (R)	R	R	A	R	R	R
7	Obey (D)	R	A	W	R	R	R
8	Roth (R)	W	W	W	R	R	W
9	Sensenbrenner (R)	W	W	W	R	R	W
WYOMING							
AL	Cheney (R)	W	W	W	R	R	W

* Slack replaced by John Hutchinson (D); vote #6 is his.

IBT Scholarship Application Due

Applications for the 1980-1981 college scholarships are being accepted and should be submitted no later than November 30, 1980.

The Fund, established by the 1966 convention of the International Brotherhood of Teamsters provides ten scholarships annually with a value of $6,000 each for use over a four-year period at the rate of $1,500 per year.

Two scholarships are awarded in each of the five Area Conferences and are restricted to high school seniors who are the sons and daughters of Teamsters Union members who pursue an undergraduate degree at a college accredited by one of the six regional accrediting associations of the Council on Postsecondary Accreditation, or which has membership in the Association of Universities and Colleges of Canada.

Recipients are selected on the basis of scholastic achievement, aptitude, personal qualifications and financial need by an impartial committee of college admission directors.

In addition to the application form found in this issue of *The International Teamster* magazine, each applicant must submit the following items by February 28, 1981. These items should not be sent before the application form is accepted and acknowledged.

Financial Aid Form: By means of the information supplied on this form, the College Scholarship Service estimates a family's ability to contribute financially to a student's education. It is used by the Scholarship Selection Committee to determine the financial need of the applicant. Applicants should submit their Financial Aid Form to the College Scholarship Service at the earliest possible date to assure processing prior to the February 28, 1981 Scholarship Program deadline. Normal processing time by the College Scholarship Service when no complications occur is a minimum of 15 days.

Test Scores: All applicants must submit an official transcript as issued by the testing agency for one of the following tests: Scholastic Aptitude Test or American College Test. The International Brotherhood of Teamsters' recipient code number for the Scholastic Aptitude Test is 0518 and for the American College Test is 0670.

The tests may be taken during the applicant's junior or senior year but not later than December 13, 1980 for the American College Test and no later than January 24, 1981 for the Scholastic Aptitude Test. The registration closing dates for these two tests are November 14, 1980 and January 2, 1981, respectively. Applicants who choose to take the American College Test on February 14, 1981 run the risk of being disqualified as their test scores may not be available prior to the selection of Scholarship Fund finalists in early March 1981. No extensions to the Scholarship Fund deadline of February 28, 1981 will be granted for delays in reporting by either the College Entrance Examination Board or the American College Testing Program.

Academic Record: This form is to be completed by the applicant's high school. The counselor is to provide the student's rank in class and a transcript of his high school grades through the junior year.

When a high school does not rank its students, additional test requirements are imposed on the applicant. Such students must take three of the College Entrance Examination Board's Admission Testing Program Achievement Tests no later than January 1981. Two of the achievement tests are to consist of English Composition and Mathematics Level I or II. The third test may be selected from the following five alternatives: American History and Social Science, Biology, Chemistry, European History and World Culture, Physics.

Necessary forms and information pertaining to the above requirements will be sent to students upon receipt of their application. Receipt of all required material will be acknowledged promptly by the Scholarship Fund. Applicants are expected to have all requirements on file with the Scholarship Fund no later than February 28, 1981. Failure to do so will result in disqualification.

Applicants for this year's scholarship competition must graduate during the 1980-1981 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for the twelve months preceding the application deadline of November 30, 1980. Sons and daughters of retired and deceased members are also eligible to apply.

Financially dependent wards and stepchildren of Teamster members may apply. Sons and daughters of members who have deposited withdrawal cards within the twelve months preceding the application deadline are eligible if the member was not suspended from membership during the twelve months preceding his withdrawal as well as during the period since his return.

High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Sons and daughters of members who are on withdrawal but have not retired are also ineligible.

Finally, dependents of International and subordinate organization officers and employees are not eligible to apply.

Applications received after the November 30, 1980 deadline will be accepted for a reasonable period of time; however, it is impossible for the Scholarship Fund to provide such applicants with registration material for the required tests prior to registration deadlines. Therefore, any applicant who submits his application in late November or early December 1980 should note carefully the test dates stipulated. If the student has not already taken one of the required tests, most high schools should have the registration material which will be needed.

Additional information on the Scholarships as well as other Teamster-sponsored scholarships may be obtained by writing to: International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, D.C. 20001. This information is sent automatically to all who submit application forms.

APPLICATION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SCHOLARSHIP FUND

1980-1981 PROGRAM

In order that you may fulfill the requirements and meet the deadlines of this program, your application should reach the Scholarship Fund not later than NOVEMBER 30, 1980. Failure to comply with this regulation may result in your inability to have required material on file with the Scholarship Fund when finalists are selected.

APPLICANT TO COMPLETE PAGES 1 AND 2:

Print your Last Name, First Name, Middle Initial and Address in the boxes provided. Place only one capital letter, punctuation mark or numeral in each box. Abbreviate if necessary. If both your parents belong to the Teamsters Union, submit only one application.

1. Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
LAST (Do not include Jr., II or III with your last name)
☐☐☐☐☐☐☐☐☐☐ ☐
FIRST (Use your given name, not a nickname) MIDDLE INITIAL

2. Address ☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
STREET
☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐
CITY AND STATE
☐☐☐☐☐
ZIP CODE

3. Date of Birth ______________________________
month day year

4. Sex. M ☐ F ☐ Check if applicant is: Blind ☐ Deaf ☐

5. U.S. Social Security ☐☐☐—☐☐—☐☐☐☐ If you do not have a Social Security number, check here. ☐
Do not use Canadian Social Insurance numbers as they might duplicate a U.S. Social Security number of another applicant.

6. Name and address of high school which you are attending:
Name ______________________________
Address ______________________________
____

7. Expected date of high school graduation ______________________________ 1981
month

8. Early Admission Students:

☐ Check here if you are entering college on a full time basis in 1981 *without* completing high school. All early admission students are required to attach the following to his application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. **Canadian Students: In 1981 I will complete (Check one):**
☐ Junior Matriculation ☐ Senior Matriculation

Note: You may apply for an International Brotherhood of Teamsters Scholarship only once.
Do not apply until your last year of high school.

10. **What college do you plan to attend?**
Please give full name and location of your schools. Do not use initials, abbreviations or popular names.

	Name	**City, State**
First choice		
Second choice		

11. Full name of Teamster parent ______________________________
(please print)

Living ________ Deceased ________

Relationship (please check)

Parent's employer's name and address:

____ a. Father
____ b. Mother
____ c. Step-father*
____ d. Step-mother*
____ e. Guardian*
____ f. Other—specify relationship:* ______________________________

* If you checked c, d, e or f the person indicated must be able to complete the statement in Item 13.

12. Signed ______________________________ Date ______________
Teamster member

Signed ______________________________ Date ______________
Applicant

If you have checked 11 "a" or "b" above skip Item 13. If you checked 11 c, d, e or f the person indicated must be able to complete the statement in Item 13.

13. I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

____
Signed—Teamster member

Subscribed and sworn to before me this ______________ day of ______________ 1980 in the City (County) of ______________ in the State of ______________.

Seal

____
(Notary Public)

My commission expires ______________________________

UPON COMPLETION OF PAGES 1 AND 2, FORWARD THIS APPLICATION TO THE SECRETARY-TREASURER OF YOUR PARENT'S LOCAL UNION. THE SECRETARY-TREASURER WILL SEND THE APPLICATION DIRECTLY TO THE SCHOLARSHIP FUND, WHICH WILL ACKNOWLEDGE ITS RECEIPT WITHIN THREE WORKING DAYS AND ADVISE YOU OF ADDITIONAL REQUIREMENTS.

LOCAL UNION SECRETARY-TREASURER TO COMPLETE ITEMS 14-18.

14. Teamster Local Union Number ______________________________

Address ______________________________

15. Area Conference Affiliation (check one):

☐ Canadian ☐ Central ☐ Eastern ☐ Southern ☐ Western

16. *Members Ledger Number ______________ or Social Security Number ______________

I hereby certify that the Teamster member named in Item 11 whose ledger or Social Security number appears above is not and has not been an officer or employee of this Local Union and has not been suspended from membership (check appropriate letter below):

a. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to Nov. 30, 1980.

b. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her retirement.

c. ____ for a minimum of twelve consecutive months without taking a withdrawal card prior to his or her death.

d. ____ since ______________________ after depositing his or her withdrawal card which was taken on
(date after Nov. 30, 1979)

______________, and that during the twelve consecutive months prior to his or her withdrawal he or she was not an officer or employee of this Local Union and was not suspended from membership.

e. ____ since ______________ after his or her transfer from Local Union ______________. Forward this application
(date after Nov. 30, 1979)

to the specified Local for completion of Items 19, 20, 21.

17. Signature of Secretary-Treasurer:

____

____
date

18.

Local Union Seal

* If ledger numbers are not used for bookkeeping purposes, please substitute the member's Social Security number.

If Item 16-e has been checked, this section is to be completed by the Secretary-Treasurer of the specified Local Union.

19. I hereby certify that the member named in Item 11, Ledger Number ______________ or Social Security Number ______________, was not an officer or employee of this Local Union and was not suspended from membership from ____________, 19_____ until his withdrawal on ____________, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid ____________.

21. Signature of Secretary-Treasurer:

____

____
Teamster Local Union Number

20. Local Union Seal

____
date

If the total months indicated in Items 16-e and 19 is less than 12 Items 22, 23 and 24 must be completed by a third Local Union.

22. I hereby certify that the member named in Item 11, Ledger Number ____________ or Social Security Number ______________, was not an officer or employee of this Local Union and was not suspended from membership from ____________, 19_____ until his withdrawal on ____________, 19_____.

If the member did not take a withdrawal card prior to his or her transfer, please indicate the date through which dues were paid ____________.

24. Signature of Secretary-Treasurer:

____

____
Teamster Local Union Number

23. Local Union Seal

____
date

* * * * * * * * * * * * * * * * * * * *

**ONCE THE SECRETARY-TREASURER'S SECTION IS COMPLETE
FORWARD THIS APPLICATION DIRECTLY TO THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 Louisiana Avenue, N.W.
Washington, D.C. 20001**

Making a Change

A YEAR EARLIER in 1956, Joe Scioli had gone to the Teamster Local 929 office located near 'Dock Street'—Philadelphia's produce market—to see the union's chief executive officer. They had known each other 10 years.

It was a warm day. The musky smell of tons of freshly-crated vegetables and fruits—entwined with the fuel odors and growling sound of trucks in low gear—dominated blocks of open-faced warehouses. Sweating dockmen loaded or unloaded trucks of all types parked at every conceivable angle. It was an endless scene of confusion that somehow managed to straighten itself out once a day. Dock Street funneled food to Philadelphians.

Joe Scioli met the business agent by chance on the sidewalk outside the office. The agent, wearing a lightweight summer suit and his usual happy grin, greeted Scioli with the gabby razzmatazz unique to Philadelphians.

After the usual exchange of "Howz-yer-famlee," "Fine. Howz-yers," the agent asked, "What can I do for ya, Joe?"

Scioli suddenly found himself reluctant to talk about what he had been thinking to himself for so many weeks. Finally he said, "I may have to come looking for a new job pretty soon."

"Howz-'at?"

Scioli explained that King Farm, his employer, was showing signs of going under. The famous vegetable farm, spread over 5,000 acres on the Pennsylvania side of the Delaware River, was located a few miles south of Trenton, New Jersey. But new steel mills were encroaching on the land. Too, a neighboring farm company, Fairless Hills, was beginning to crowd King Farm out of the vegetable industry. Scioli said to the agent, "You've heard, I guess, how things are going."

"Sure," the agent answered. "I hear the talk. Can see it here on the street, too."

Together they watched the noisy street and its docks wriggling with steamy loads of spinach, lettuce, cauliflower, turnips, broccoli and other vegetables. They could almost see the odorous fumes rising toward the sun.

The Teamster official looked at Scioli, a member of the union 10 years, and said: "You have it good with Karl King, Joe. He's a good man. Stay to the very end if ya want. I'll always have work for ya."

THE SIGHT ONE DAY of an enormous field of blue-green sprouting broccoli forced Joe Scioli to make his decision. As superintendent of King Farm, he was making his rounds in a pickup truck. The land was flat, the road dusty.

Scioli rounded a stand of trees and saw the broad field of broccoli. There had been a time when a given crop was seeded over 500 or more acres. Now it was different. Joe could see the boundaries of the broccoli.

He parked the truck to take a closer look at the vegetable. It was good broccoli. But not as good as that from the valleys of Southern California where one day 90 percent of the nation's broccoli would be grown.

Everything changes, Scioli thought. He recalled how, as a 15-year-old kid he had gotten a job at nearby Starkey Farm, another huge company. It was 1928 and he earned 15 cents an hour as a fieldhand pulling crops. He remembered his first field was broccoli, the seeds having been newly imported to the United States from Italy. He labored in the fields for a year and then got a driver's permit. Upon becoming a truck driver for Starkey, Joe's pay increased to 20 cents an hour.

Scioli's first truck was a Model T Ford. By 1933, he was piloting a chain-driven Bulldog Mack from Morrisville, Pa., the shipping point, to New York City. The 120-mile roundtrip took four hours each way. Joe was earning enough money to get married.

In 1934, he switched jobs. He went to work for the up-and-coming Karl King who had new ideas about raising crops. King put together his 5,000 acres with the aid of a financial angel and began making agricultural innovations immediately.

There was not a horse or mule at King Farm. All was mechanized. King had 145 trucks, 85 tractors, a large repair garage, and an enormous row of sorting and cooling sheds made doubly effective by what today would be called primitive automation.

Whatever Karl King required to plant, pick, process and store crops economically, he invented. The man was an astute manager. His was the only farm in the early 1930's that had its own air force of crop dusters and a landing field to service the planes.

King Farm was far ahead of its time. But time would catch up with it.

LIKE OTHER INDUSTRIES, vegetable transportation was influenced by events elsewhere. So it was that Joe Scioli joined Teamster Local 202 of New York City in 1937. Local 202 had succeeded in making a union shop of that city's Washington Street produce market.

The only way Scioli and the other King Farm drivers could unload at Washington Street was as members of Local 202. However, Local 202 did not have King Farm of Pennsylvania under contract.

By then, King Farm was freighting grocery produce to Cleveland, Pittsburgh, Chicago, Boston, Baltimore, Washington, D.C., and as far south as Charlotte, North Carolina. But New York City was lock-tight Teamster.

There came a time when Scioli and his co-drivers began to envy the New York Teamsters who were winning big gains in wages and fringe benefits. They talked it over and decided to approach the Teamster affiliate located nearest to King Farm. It was Local Union 107 in Philadelphia.

Local 107 was strictly a long-haul freight union, however, and referred the King Farm drivers to a new, young Teamster affiliate near the Dock Street market. Local 929, only four years old in 1945, was happy to have the King Farm drivers. The men transferred their membership.

Karl King was receptive to the idea of a union contract. He signed an agreement readily in October, 1945. At first, King's lower-level managers gave the newly-unionized drivers some trouble. But Karl King persuaded them to see the virtue in a steady crew of well-paid drivers. The trouble ended.

Joe Scioli and King had an interesting talk a year later. The boss complained that the company's truck accident rate was too high. He said the cost of insurance was spilling too much red ink on the books.

Scioli said, "Why not put it on a bonus basis."

"How do you mean?" asked King.

"If a man can drive a year without an accident, you give him a sixty-dollar uniform." Scioli added, "You're

always talking about how you want your drivers to look their best in representing the product."

King took only a few seconds to decide. "That's a good idea. We'll do it."

In the next year, 18 King Farm drivers avoided chargeable accidents. They wore gray jackets and trousers. King's insurance rates dropped to the lowest level.

EVERYTHING WENT SO WELL with the drivers under the Local 929 contract with King Farm that, as Joe Scioli put it recently, "we decided to try and organize the farm's whole regular crew" two years later.

There was a year-round crew of 150 employees. It included tractor drivers, field drivers, maintenance men, repairmen, mechanics, and related jobs. In peak harvest periods, there were as many as 2,000 casual fieldhands working.

Joe Scioli talked with Karl King. The boss promised he would not oppose any Teamster organizing campaign among the regular crew. Scioli personally organized them all in three days. Within a month, an agreement was signed. Later, the contract expiration dates for the driver and farm crew agreements were brought together to make it one overall contract.

Scioli served as the steward in the years that followed even though he was driving 60,000 miles a year for King Farm. He helped negotiate every annual contract. King Farm, meanwhile, prospered.

Karl King became a U.S. Representative in 1951. Three years later, the congressman—now busy in his second term—made Joe Scioli the farm superintendent. Joe continued to pay dues to Teamster Local 929 although he was now part of management.

America went on a new binge of development following the Korean War. In transportation: There were better highways; truck refrigeration was innovated to its maximum, and the same thing happened in railroading. Vegetable produce could be shipped and kept fresh for very long distances. A wave of corporate farming struck California. King Farm and others like it began to lose business even as their acreage was bought up for new manufacturing plants and housing in the Philadelphia-Trenton corridor.

So Joe Scioli one day in 1957 looked at the broccoli. He remembered how it used to be. A bit sad after more than 20 years with King Farm, he went to the Local 929 business agent and said, "I'm ready to make the change." The business agent replied, "I'll get you something at Penn Fruit Company in Phillie."

Karl King, farming pioneer, left Congress in 1957. His company went out of business three years later.

PENN FRUIT COMPANY was happy to have Joe Scioli as a truck driver. His over-the-road safety record at King Farm was remarkable. He went without a chargeable accident for 15 consecutive years. Penn Fruit put Scioli on runs to Baltimore and New York City.

Scioli, then in his mid-forties, was a mild-mannered, likeable person. He took a great interest in the welfare of younger drivers during his years at Penn Fruit. The company very early recognized Scioli's gift for gentle leadership. They wanted to make him a dispatcher once, but he refused the job. He preferred the Teamster contract, its pension plan and its fringe benefits; he also noticed that dispatchers "came and went"—sometimes without warning.

The work at Penn Fruit was hard. In those days (less than 25 years ago) drivers were expected, for example, to carry a hind quarter of beef weighing 195 pounds on their shoulder. That was more than Scioli weighed. Said Joe recently, "You held the beef on your shoulder until the butcher put the quarter up on the rail."

Scioli attended the Local 929 meetings regularly. Once, he considered running for election as a business agent but decided he was getting too old for that kind of work. Younger drivers were beginning to call him, "Dad."

The Teamster contracts improved with each negotiation to the extent that Joe Scioli could say he had seen the best and the worst of truck driving. He recently told a friend:

"I drove a truck when there was no union and we worked like mules. And I drove a truck in the latter part of my working life when it has been the best. Once, the owners had the upper hand. There was nothing you could say. You worked a full week and that was it, whether it was six or seven days. Now, the Teamsters Union has real good benefits for the men."

As luck would have it, Joe Scioli late in his driving career, again found himself an employee of a company heading out of business. In Penn Fruit's case—it was clear to everyone—an ambitious management extended the company too fast, too far in a highly competitive marketplace. Bankruptcy resulted.

When Penn Fruit folded in 1975, Joe Scioli had been driving a truck 42 years. He let go of the wheel and retired.

* * *

THE ONLY HEALTH PROBLEM *for Joseph Scioli at the age of 67 is diabetes. He controls the disease with proper diet. He and his wife, with no financial problems, own a townhouse less than a mile from Philadelphia's Liberty Bell harness track.*

Joe, who was born in Philadelphia and has lived there all his life, would never think of leaving the city. A son and three grandchildren reside in the area.

To occupy his hours, Joe works part-time as a handyman in his housing complex. Occasionally, he and Mrs. Scioli take the 60-mile trip to Atlantic City, New Jersey, to visit the gambling casinos.

As a long-time and loyal Teamsters Union member, Joe Scioli remains concerned about the union, its members and the future. He has strong feelings about the status of younger members and the way they look at the world of unionism and work.

"Now," he says, "the young people complain about work. I tell them it's a matter of a fair day's pay for a fair day's work. Some of them don't understand what the union has done for them—prepared for them—even before they were born."

Scioli continued:

"Younger members have it made today. They don't have to drive 70 or 80 hours a week like we did. They work a 40-hour week, overtime after 8 hours, no unloading to do. Everything is palletized.

"We had none of that. You had to load or unload a thousand cases of something—without pallets. But not today.

"Today you could drive a truck wearing a tuxedo."

TEAMSTERS TAKE TOP HONORS AT THE

TRUCK ROADEO

MORE than 250 contestants from 38 states journeyed to Kansas City, Mo. in late August to compete in the 1980 National Truck Roadeo.

And when the competition had ended after three days of grueling challenges to the best driving skills of each individual there, Teamsters walked away with six of seven top prizes, continuing a tradition of driving skill and conscientiousness that has been the hallmark of the union driver for many years.

Contestants in the national finals qualified by placing first in their class at state "roadeos" held around the country during the spring, so just making it to the finals is quite an honor.

The select group that appeared in Kansas City not only had proved to be tops in handling their big rigs, but also had shown they were at the head of their class in knowledge of rules and regulations of the road and proficient in adhering to them.

Taking top honors for the second year in a row was Illinois Teamster Tito Carrero of Oak Forest, a Local 705 member. Carrero, 41, works for Suburban Freight and has been a driver for 23 years. He won his title by participating in the flatbed truck competition.

George Holik, another Teamster Local 705 member, won first prize in the five-axle van competition. Hailing from Oak Lawn, Ill., the 49-year-old Holik works for Eazor Express.

In the overall scoring, the team from Pennsylvania won top honors. One of its members, 47-year-old Irving Eberly of Lititz, Pa., took first prize in the four-axle tractor semitrailer class. The Teamster Local 771 member is employed by APA Transport Company. (The other members of the winning Pennsylvania team included: Local 771 Members George M. Reppert and Jesse L. Stauffer, both from APA Transport; Local 771's Michael Bixler from Matlack, Inc.; George W. Snyder from Mason Dixon Lines, a Local 430 member, and Agway, Inc.'s Lloyd Ginder.)

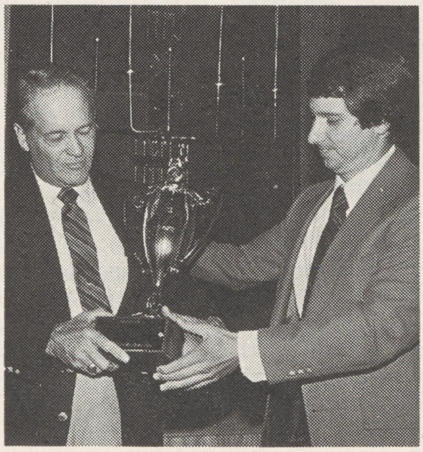
Other top winners in the grueling three-day competition included:

- Lyle Gruntorad, 38, of Lincoln, Neb. This Local 554 veteran won in the straight truck class; he's employed by Graves Truck Lines, Inc.
- Arthur W. Gruenbacher, 45, of Wichita, who captured top honors in the three-axle semitrailer class. He hails from Teamster Local 795 and drives for Consolidated Freightways.
- Larry Ryder, 39, of Pinch, W.Va., who took the top spot in the five-axle tank truck class. Employed by Pennzoil, he's a member of Teamster Local 175.
- And lastly, Hershel Barnett, 41, of Lahabra, Calif., who won top honors in the twin-trailer class. He's employed by Smisser Freight Service.

Teamster Elmer Raines, a member of Local 175 and driver for Kroger Co., was selected as the recipient of the prestigious Sontheimer Award. This award honors the driver who best exemplifies the attributes of a professional truck driver, especially in his dedication to the cause of highway safety.

During the national roadeo, drivers are judged on the results of an in-depth written exam testing their knowledge of DOT standards and state laws, an oral examination, and their skill in negotiating a complex test driving course. There are seven classes of competition. Winners truly are among the most highly skilled drivers in the profession.

The annual trucking competition is sponsored by the American Trucking Associations, Inc.



Teamster Elmer Raines (left) receives the National Truck Roadeo's Sontheimer Award from Clark Martin, ATA's safety and security department director. The award is presented to the roadeo participant most reflecting the skill, knowledge and attitude of the professional truck driver.

The seven grand champions from this year's National Truck Roadeo are shown here with their trophies. From left to right are: Hershel Barnett, twin trailer; Tito Carrero, flatbed; Larry Ryder, tank truck; George Holik, five-axle van; Irving Eberly, four-axle tractor semitrailer; Arthur Gruenbacher, three-axle tractor semitrailer; and Lyle Gruntorad, straight truck.

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

DON'T LET THE NEXT 'CLUNK' YOU HEAR BE ON YOUR HEAD!

MOST people who wear them feel that hard hats are a bit of a nuisance. They're hot, clumsy and tend to fall off when you bend over.

But a new survey from the Labor Department's Bureau of Labor Statistics has revealed that a lot of workers would be happier now if they had been wearing a hard hat.

More than eight out of ten workers surveyed who suffered head injuries were *not* wearing head protection when the accident occurred. Of those injured, most were struck on the top front portion of the head, usually the forehead. Over half the injured workers were looking down at the time of the accident.

OSHA head Dr. Eula Bingham commented on the significance of these findings, saying "the survey showed that one of the federal government's simplest and most easily understood on-the-job standards is also one of the most important in preventing work-related injuries.

OSHA's construction and general industry standards require the use of head protection at worksites where there exists a possible danger of head injury from falling or flying objects, or from electrical shocks or burns.

If this sounds like a description of *your* job—get that hard hat on!

TYING UP THE 'LEFT-OVER' ENDS

THE Congressional battle for job safety protections is heating up as the 96th Congress draws to a close.

During Senate considerations of the Employee Retirement Income Security Act (ERISA) amendments, anti-labor Senators were successful in tacking on two amendments attacking OSHA. Neither amendment deals with the ERISA legislation, but such procedural hijinks are within Senate rules.

Senator David Boren (D-Ok.) introduced an amendment which would severely restrict job safety standards for employers with 10 or fewer workers. The second amendment, introduced by Senator Malcolm Wallop (R-Wy.) would transfer health and safety jurisdiction over sand, stone, gravel and clay mining operations from the Mine Safety and Health Administration to OSHA, significantly reducing those employees' protection.

Both amendments were passed by the Senate. Fortunately—due mostly to hard work by labor lobbyists—when the bill returned to the House, that body voted overwhelmingly to strip the anti-OSHA amendments from the pension bill.

Two days later, the same House of Representatives passed the Labor-Health and Human Services Appropriations bill, with several restrictions on OSHA inspections of small businesses, most of which were included in last year's appropriations bill.

Labor and public interest groups seem to find themselves fighting as hard as they can just to keep what safety and health protections now exist. A letter to your congressman can be a big help in this fight.

IS NOISE A PROBLEM FOR YOU?

A NEW GUIDE for workers and employers interested in reducing workplace noise is now available from OSHA.

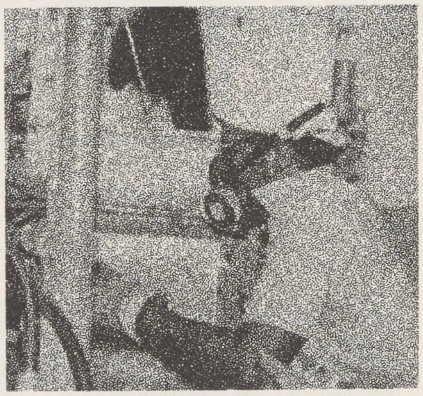
The 119-page booklet, entitled "Noise Control," focuses on five major areas of noise:

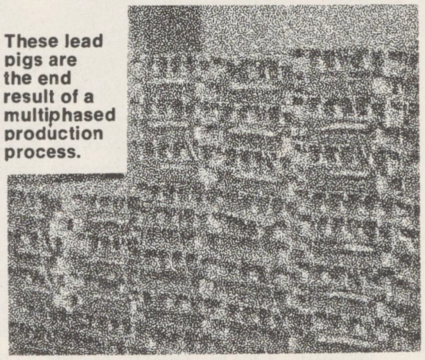
- An overview of the effects of noise on human health.
- Definitions of key words and concepts.
- Specific noise control ideas that the reader can apply in the workplace.
- Noise control techniques.
- An explanation of how OSHA can help control workplace noise.

Teamsters interested in reducing noise at their job can send for a free copy. Write to:

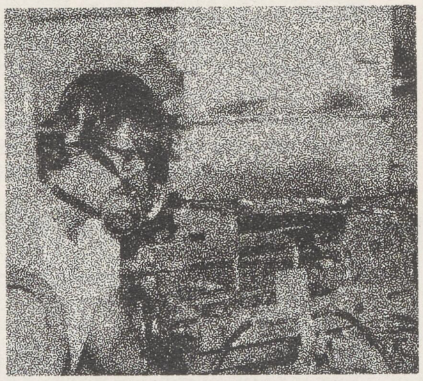
OSHA Publications Office
Room S-1212
U.S. Department of Labor
3rd and Constitution Avenue, N.W.
Washington, D.C. 20201

ANOTHER LOOK AT LEAD STANDARDS





These lead pigs are the end result of a multiphased production process.



(U.S. Dept. of Labor Photos)

IN A DECISION widely applauded by government and labor unions, the U.S. Court of Appeals for the District of Columbia Circuit has upheld the validity of OSHA's workplace lead standard.

The new lead standard had been partially stayed since March of 1979 to allow the court to consider arguments on the standard's legality. That stay blocked portions of the regulation requiring engineering and work practice controls, ventilation, written compliance programs and medical surveillance requirements.

The August 15th decision now allows the standard to take full effect in industries in which the court feels OSHA adequately proved the regulation's feasibility. (See box below.) In industries in which the court felt OSHA had *not* made a strong enough case, the Secretary of Labor has been given six months to show that the standards are feasible.

During that period, these industries will still be required to meet the new standard's lower exposure limit of 50 micrograms of lead per cubic meter of air; however, compliance may be achieved through the use of respirators rather than through engineering controls and work practices.

The most significant—and most controversial—provision of the new lead standard is the medical removal protection requirement. Under that clause, employees with high levels of lead in their blood must be removed from the job that exposes them to the lead. The "leaded" employee can either be laid off or transferred to another job, but in any event, he or she *must* be paid his normal rate with no loss of seniority for however long it takes for his body to rid itself of the excess lead, up to 18 months.

While the industry challenged virtually every facet of the standard, it was the validity of this vital protection which was most hotly contested. OSHA gave two basic reasons why medical removal protection was necessary.

First, lead exposure disease is highly reversible in its early stages, since a person removed from a high lead exposure area can excrete accumulated lead. Therefore, OSHA argued, removal as a preventative device was necessary.

Second, unless workers were guaranteed all their wage and seniority rights upon removal, they would resist cooperating with the medical surveillance and removal programs. The court held that the program was reasonably necessary in carrying out OSHA's role of protecting the health and safety of workers, and rejected the industry's argument.

Response to the court's decision was prompt and vocal. Labor Secretary Ray Marshall said the ruling will help ensure that "tens of thousands of workers in primary and secondary smelters, battery plants and many other workplaces (are) better protected against lead-related damage." He added that OSHA will make every effort to correct the aspects of the standard that the court found to be lacking.

IBT involvement in the lead standard dates back to the very beginning of the rulemaking process. In 1977, the IBT Safety and Health Department retained the services of a special consultant in the field, Dr. Meier Schneider. Dr. Schneider testified at OSHA public hearings held in late 1977.

At those hearings, Teamsters associated with the St. Joe Mineral Corporation also testified. Carl Givens, business agent for Local 688 in St. Louis, Missouri, and two members, Michael Wade and Ron Harrington described in great detail the health hazards that go along with working in a lead smelter. This testimony went into the record that provided the basis for the new lead standard.

Industry sources indicate that the decision will most likely be appealed to the U.S. Supreme Court.

Industries In Which The Standard Is In FULL EFFECT:

Primary lead smelting
Secondary lead smelting
Battery manufacture
Electronics
Gray iron foundry
Ink manufacture
Paints and coatings manufacture
Wallpaper manufacture
Can manufacture
Printing industries

Industries In Which There's A SIX-MONTH STAY

Nonferrous foundries
Pigment manufacture
Shipbuilding
Auto manufacture
Leather manufacture
Gasoline additives manufacture
Zinc smelting and refining
Plumbing
Scrap lead collection and processing

ACTIVE IBT LOCALS

JACKSON, MISSISSIPPI

38-Year Veteran Takes Retirement

For Allen W. Ivy of Jackson, Miss. Local 891, driving has been an important part of life for more than 38 years. After a career that included driving for Arkansas Best Freight System and before that Bonds Motor Lines, D.C. Hall and Delta Motor Lines, Brother Ivy recently stepped out of his cab for the last time and into retirement. Ivy says he has "enjoyed every minute of his career as a driver, is proud to have been a Teamster all these years and wants to thank everyone concerned for having an excellent pension program to provide for his future security."

ORLANDO, FLORIDA

3 Local 384 Members Become Million-Milers

These three million-milers from Local 384 were recently honored at a special safety awards banquet for reaching that safety milestone without a chargeable accident to their records. Here the three Teamsters, all employed by Eastern States Transportation Co., Inc. and assigned to deliver oxygen and nitrogen for Union Carbide's Linde Division in Mims, Fla., are shown with their awards. From left to right are: Teamster veterans Ray Presley and William Carlile; Carl G. Crosslin, president and business manager of Local 385, who's congratulating them, and Driver Henry Shefler.

HOUSTON, TEXAS

Backpay Win in The Lone Star State

For Teamster Freddy McGrew of Houston Local 1111, all those dues dollars really paid off recently. Here the Teamster (center) receives a backpay award of $9,133.00 after arbitration of his discharge case against his employer, Pepsi Cola Bottling, by his Teamster local. Presenting the check to him are Ralph Waymire (left), secretary-treasurer and business manager of Local 1111, and Lynn Wells (right), recording secretary and business representative of the Texas local.

ACTIVE IBT LOCALS

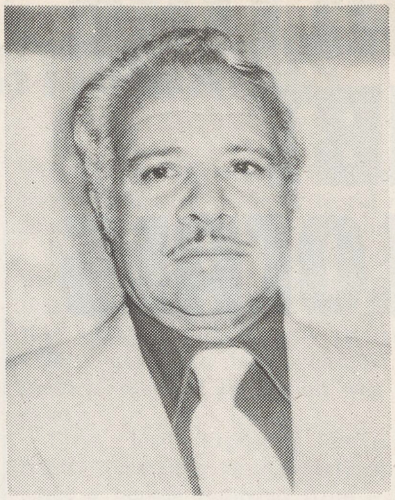
UNION, NEW JERSEY

He Loves the Lure of the Fire Bell

Teamster Local 408 member Joseph "Hop" Orlando was recently re-elected Fire Commissioner of his hometown, District #3, Cedar Knolls, N.J., a post he's held for some 15 years now.

The Teamster, a 17-year veteran driver at Tri-County Asphalt Corp., Rockaway Division, hauls heavy construction equipment and is a union shop steward.

Orlando's been an active volunteer member of the Cedar Knolls Fire Department and First Aid Squad for more than 29 years.



GLENDALE, NEW YORK

Rheingold Employees All Smiles over Settlement

These five Teamsters, all former employees of a now closed Rheingold Brewery, are among a group of 18 workers who are happy they had the union to go to bat for them when their employer suddenly shut its doors, trying to deny them pay for vacation benefits due them.

Swinging into action, Teamster Local 46 pursued their case and recently succeeded in winning a settlement of $21,000, to be split among the 18 workers involved. Here Local 46 President Ken Carroll (far left) and Local 46 Recording Secretary Dan Greenhut (far right) distribute checks to five of the Rheingold Teamsters. "We're concerned about our members," Carroll says, "and even if an employer closes its doors, we're going to make sure they get what's due them."

NEW YORK, NEW YORK

Local 553 Leader Retires in East

James F. McGuire, president of Teamster Local 553 in New York City, recently announced his retirement, after a career that spanned more than 47 years as member and officer of the Teamster local.

McGuire began his working career as the driver of a team of horses pulling a coal truck back in 1925. He joined the union back in October, 1933, when he helped organize Brooklyn and Queens into the local union; in 1950s organizing campaigns he also helped bring Nassau and Suffolk Counties into the local's jurisdiction.

The Teamster veteran served as an officer of the New York local for some 26 years, 23 of them as president and three years as recording secretary. He also served as a member of the advisory board of J.C. 16.

It appears that McGuire also made time for activities outside the Teamsters Union over the years, since he is the proud father of 13 children, grandfather of 39 and great-grandfather to two. He'll apparently have plenty to keep *him* busy during his well-earned retirement.

LANCASTER, PENNSYLVANIA

Pretzels: One of Local 771's Favorite Snacks

Organizing with a new twist is what you might call the effort that Lancaster, Pa. Teamster Local 771 put into achieving a recent representation victory among the workers at the Anderson Pretzel Bakery.

More than 171 workers voted to become Teamsters recently after an intensive two-month organizing campaign and election. Workers have since overwhelmingly ratified their first union contract and are now enjoying many wage and fringe benefit improvements.

The win for the Teamsters came after the Bakery and Confectionery Workers Union had suffered a string of defeats in 11 attempts to organize the plant in the past. It was the Teamsters' first attempt at organizing the workers.

The Anderson plant is among the world's largest pretzel operations. The company was recently purchased by Universal Foods Corporation of Milwaukee, Wisc., as a part of its snack division.

Credited with putting in the many hours of hard work that made the organizing victory, election and new contract possible were Local 771 Organizer Kenneth C. Laukhuff and the enthusiastic employees' in-plant organizing committee. Local 771 Secretary-Treasurer Lee Via and Business Representative Harry Himelwright also actively participated in the effort.

Here are some of the people who helped make the pretzel plant win possible. Standing, from left: Ken Laukhuff, Local 771 organizing representative; Malcolm Wehner, Jr., Jamie Gillum, Ed Brosius and Stephen Fritz, all members of the organizing committee; and Harry R. Himelwright, business representative. Kneeling, left to right: Stephanie Whallon, Tom Luttman, Rita Hurst and Barbara Harvey, shop stewards.

After the election, the Pennsylvania local forged ahead and negotiated its first agreement for the new Teamsters. The first contract was ratified overwhelmingly by a 115 to 15 vote.

Contract provisions provide for wage increases every six months, additional paid holidays for part-time employees, vacation schedule improvements, health coverage improvement, seniority and job protection provisions and a 100% pension revision.

With the pact, employees at Anderson Bakery became the pacesetters for workers at other organized and non-organized pretzel plants. Where in the past they had followed settlement patterns set by other organized and non-organized workers, their package now exceeds, to the best of the local's knowledge, any Bakery and Confectionery contract in the pretzel industry. And that is a trend the Teamsters hope to continue!

WORCESTER, MASSACHUSETTS

Local 170 Awards $6700 in Scholarships

At its annual Scholarship Dinner-Dance recently, Teamster Local 170 of Worcester, Mass., awarded six scholarships worth $6,700 to sons and daughters of members of the local union.

Receiving the awards were:

▶ Michael J. Williams, son of Mr. and Mrs. John P. Williams, a $2,000 award to attend Harvard College.

▶ Barbara Nelson, daughter of Mr. and Mrs. Herbert Nelson, a $1,500 scholarship to attend the University of Massachusetts.

▶ Karen B. Beal, daughter of Mr. and Mrs. Raymond Beal, a $1,200 scholarship to attend Northeastern University.

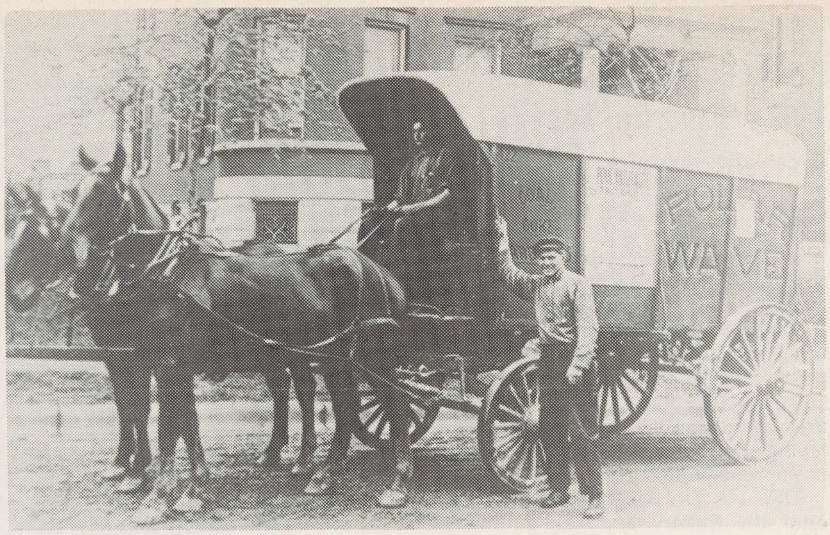
▶ Lauren J. Steele, daughter of Mr. and Mrs. Kenneth Steele, an $800 award to be used at the University of Hartford.

▶ William J. Thornton, son of Mr. and Mrs. Clifton F. Page, an $800 scholarship to attend Parks College of St. Louis University.

▶ Lisa Fontaine, daughter of Mr. and Mrs. Wilfred Fontaine, a $400 scholarship to attend Post College in Waterbury, Conn.

Shown here receiving their awards are from left: Michael Williams, Karen Beal, William Thornton, Lauren Steel, Lisa Fontaine and Barbara Nelson.

ACTIVE IBT LOCALS



Harvey Snelling, the driver, and Whitey Shubert, his helper, were both members of old Teamster Local 606 when this photo was taken near Shaw's Garden, now Missouri Botanical Gardens of St. Louis, back in 1910. Both were involved in an unsuccessful organizing campaign among their fellow workers at Polar Wave Ice and Fuel Co. and after a strike for recognition found themselves among the strike leaders fired and blackballed.

ST. LOUIS, MISSOURI

The Early Struggles Helped Build the Union

For Ray Snelling, a retired St. Louis Local 682 executive board member, Teamsterism is a way of life learned at his father's knee some 70 years ago and never forgotten during his own years in the labor force.

Ray's father, Harvey Snelling, encouraged his son to follow in his footsteps and he did, joining then Teamster Local 606 back in 1923.

Harvey Snelling had been a member of the St. Louis local since before 1910 when he drove a coal delivery wagon for the old Polar Wave Ice and Fuel Co., then the largest company of its kind in St. Louis. It was non-union.

Ray's father and Whitey Shubert, Harvey's helper, were strong supporters of the fledgling local and became involved in a campaign to organize the company.

Sometime in 1910, the employees of Polar Wave Ice and Fuel Co. walked out on strike for union recognition.

Local 606 lost the strike and both Harvey Snelling and Whitey Shubert found themselves out of jobs and blackballed, along with other strike leaders.

As Ray Snelling points out, the firing and blackballing of union activists was one way for employers to keep their workers in line. At that time, there were no labor laws protecting workers.

Harvey Snelling found a job, working in a clay mine, with which to support his family until he could get back into the coal and ice delivery business with another employer five years later.

"He then remained a member of Local 606 for many years and enjoyed good wages and union conditions," Ray said recently.

Ray Snelling himself was a Local 606 member for some 30 years, until 1953 when that local merged into Local 682. He continued as a member of Local 682 until his retirement from General Installation in 1977. At that time he was a member of the Local 682 executive board.

Ray Snelling is proud of this photo of his father and Whitey Shubert and has provided a copy to the International Union to be placed in the union's archives. He sees that as a fitting tribute to thousands of workers, including his father and his helper "for helping to lay the groundwork for some of the conditions, wages and general welfare that Teamsters enjoy at the present time."

TOLEDO, OHIO

Teamsters Help Sponsor World Cup Wrestling

Teamster Local 20 in Toledo, Ohio recently sponsored the U.S.A. World Cup wrestling team, in Toledo for the World Cup Wrestling Tournament, held at Centennial Hall, the University of Toledo.

Participating in the event, in which the U.S.A. won the World Championship defeating the U.S.S.R.'s team for the first time in the eight year history of the World Cup matches, were teams from Canada, Africa and Japan, in addition to American and Russian teams.

The competition was held under the auspices of the International Federation of Amateur Wrestling, governing body for amateur wrestling worldwide, and the Amateur Athletic Union, the sport's recognized governing body within the United States.

Here, the victorious U.S. team is pictured with its trophies. Standing second from left with the wrestlers is Robie Robaszkiewicz, a Local 20 business agent, and fourth from left, Harold D. Leu, Local 20 president.

CHICAGO, ILLINOIS

Police Officers Vote For Representation Oct. 16

More than 8,000 Chicago police officers below the rank of sergeant will finally get their chance to vote for union representation October 16 at 32 locations throughout the city in an election to be conducted by the American Arbitration Association.

In the long-sought ballot, the Teamsters will be vying with five other unions, along with a "no-union" option, to represent Chicago's Finest at the bargaining table. The election culminates more than 18 months of effort by Chicago Teamsters Joint Council 25 to bring the police officers into Teamster ranks.

To be placed on the ballot, each interested union was required to have a showing of support of at least 1,000 signed authorization cards from officers in the group. The Teamsters easily exceeded this demand.

To win representation rights, the victorious union will need a showing of support of at least 4,000 votes on the paper ballot.

Rules governing the election are very specific and require that if no contender achieves a majority on the first ballot, the two top vote-getters will have to go up against "no union" again on the second ballot. Should the "no union" category finish first or second on the first ballot, it will appear with only one other labor organization on the second ballot. If a lack of majority requires a third ballot, the two top contenders will appear.

A poll recently conducted by *Crain's Business Review*, a Chicago-based business publication, showed the Teamsters leading by a wide majority in a sample survey conducted among nearly 200 police officers, representing a broad cross section of departments within the force.

Teamster leaders are likewise optimistic that they will win the right to represent the officers when they finally go to the polls in Chicago.

CALGARY, ALBERTA, CANADA

Can. Teamsters Attend Building Trades Conf.

Recently, the Second Biennial Canadian Convention of the Building and Construction Trades Department convened in Calgary, Alberta, with 155 delegates representing 14 International building trades unions and 24 local and provincial building and construction trades councils present.

Among the delegates at the session to explore problems confronting the building trades industry were seven delegates from the Canadian Conference of the International Brotherhood of Teamsters, led by Conference Director Edward Lawson.

Accompanying him were Teamsters: Joseph Whiteford from Kelowna, B.C.; John Donaldson from Vancouver; Albert Marinelli from Mississauga; Norman Finley from Calgary; Bruce Blackwell from Windsor, and Mark Saule from Halifax.

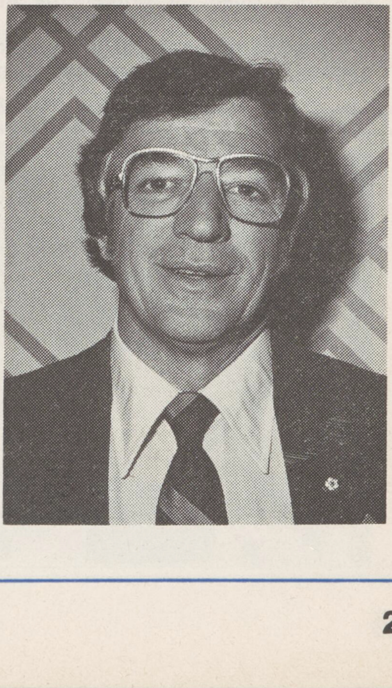
The convention was designed as a forum to allow building trades unions functioning within Canada to deal with issues demanding unified action in Canada and for all delegates to express and exchange ideas on matters of concern to this industry. It also afforded delegates an opportunity to discuss and formulate coordinated plans of action for the future.

More than 32 resolutions were submitted and acted on during the two-day session. They encompassed issues ranging from the building trades' relationship with the Canadian Labour Congress to proposed standardization of apprenticeship licensing and certification requirements to a pledge of continued opposition to wage controls within the country by the unions present.

Some of the other unions represented at the gathering included: the Asbestos Workers, the Boilermakers and Blacksmiths, the Bricklayers, the Carpenters, the Electrical Workers, the Laborers, the Operating Engineers, the Ironworkers, the Painters, the Plasterers, the Sheet Metal Workers and the Plumbers and Pipe Fitters.

CANADIAN CONVENTION
BUILDING & CONSTRUCTION TRADES DEPARTMENT
SHEET METAL

Above, delegates to the Second Biennial Building Trades Conference hear from AFL-CIO Building Trades Department President Robert Georgine. Second from right on the dais is the Teamsters' Joe Whiteford.



Canadian Conference Director Edward Lawson headed the Teamster delegation at the session in Calgary (Right).

ACTIVE IBT LOCALS

REDDING, CALIFORNIA

Local 137 Initiates Rank & File Organizing

Anyone happening by the Marysville, Calif., office of Teamster Local 137 one recent Saturday would have witnessed a scene with enough rank and file energy and dedication to the cause of organizing to make even Norma Rae jealous.

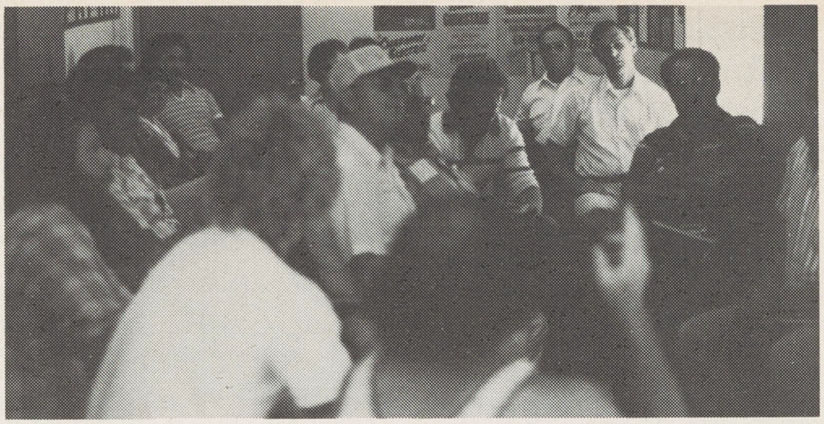
Shop stewards and active local union members were there to take advantage of a one-day school sponsored by the local designed to "encourage rank and file involvement in various organizing drives undertaken by the local, especially in the rock, sand and gravel industry," according to Frank M. Wood, Jr., secretary-treasurer of Local 137.

Delivering a report on the local's organizing efforts at Johns-Manville, a huge insulation manufacturer employing over 500 and currently the target of a Teamster campaign, was a group of delegates from the company's in-plant organizing committee. Displaying the solidarity felt by the group as a whole, a spokesperson for the group reported that Local 137 seemed to be succeeding in getting enough cards for the election despite the perennial failure of other unions to deliver and incredible harassment to workers by the company.

Speaking of Local 137's new organizing strategies, Business Agent and Organizer Steve Ruckle told participants that "utilization and involvement of the membership is essential to the success and eventual growth of our local.

"Local 137's huge geographical area, Sacramento to Oregon, Nevada to the Pacific Coast, makes it necessary for us to tighten up and better organize our efforts with the hope of putting into high gear a well-oiled organizing program capable of relying on and drawing from our greatest asset—OURSELVES," he noted.

Nearly 25 Teamsters participated in the day-long program.



Above, rank and file participants who gave up a Saturday to lay out a long-term strategy to build an active grass roots organizing committee, with the rock, sand and gravel industry targeted as its first goal.

Comparing strategy notes are conference organizers, from left to right: Don Sanburn, Western Conference of Teamsters seminar coordinator; Steve Ruckle, Local 137 organizer and business agent, and Neil Bodine of the Beeson, Tayer, Kovach and Bodine law firm, house counsel for Teamster Joint Councils 7 and 38.

ALBUQUERQUE, NEW MEXICO

ICX Driver Wins Top Honors at N.M. Roadeo

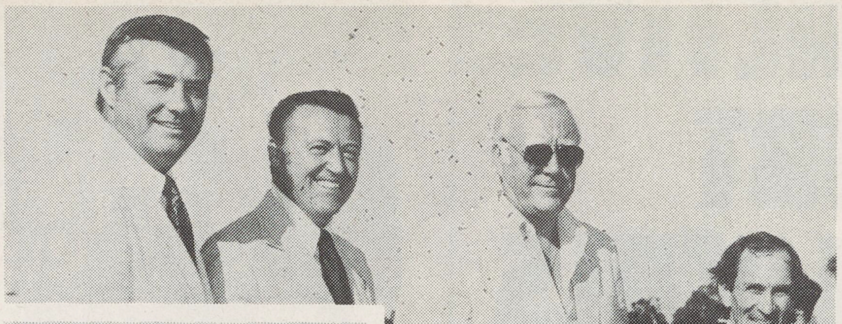
Teamster Local 492 member Richard Orozco, a 31-year veteran of ICX in Albuquerque, N.M., recently took top honors in the N.M. state roadeo, competing in the four-axle class.

Brother Orozco has been participating in trucking competitions for more than 30 years since he began his driving career in 1949. In that time he has competed in seven national trucking roadeos and taken top honors at more than 17 state competitions, operating three, four and five-axle vehicles.

At the same time, Orozco has achieved a safety record of more than 25 years' duration with his employer.

LOS ANGELES, CALIFORNIA

'And They're Off,' At Teamsters' Race Day



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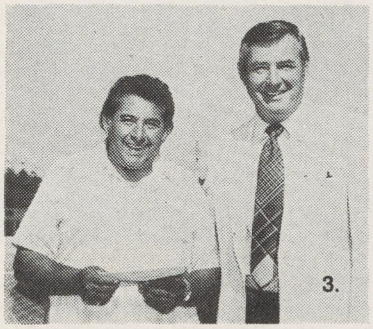

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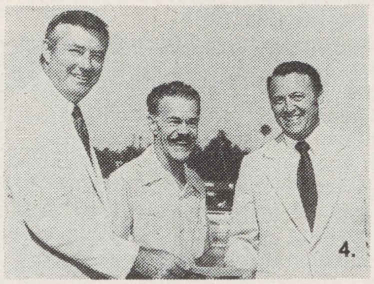

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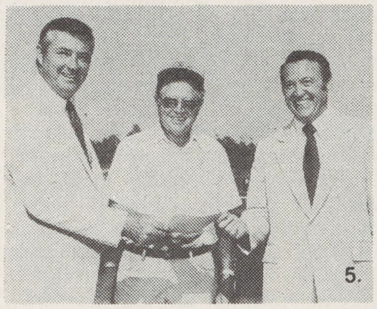

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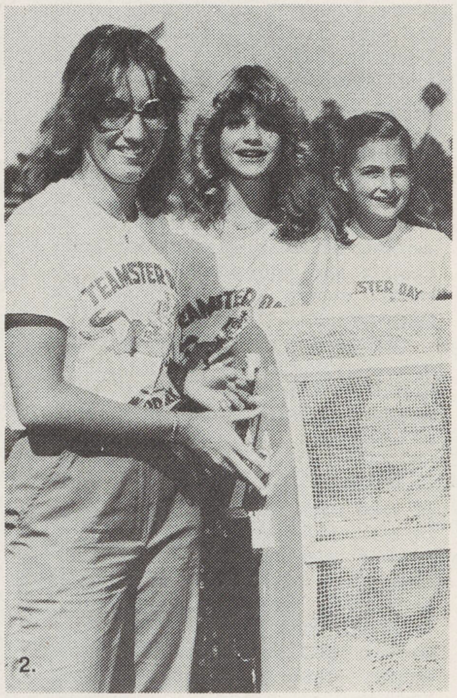


2.

With racing forms in hand and a few dollars in their pockets, thousands of Southern California Teamsters, their families and friends journeyed to nearby Hollywood Park recently for a special Teamster Day at the races.

From the first "they're off" until the final thoroughbred nosed its way across the finish line, some 4,500 Teamsters had the time of their life at the event arranged for them by Los Angeles Joint Council 42, in conjunction with Hollywood Park officials.

And whether their horses finished in the money or dead last, nobody went home a loser, especially since all proceeds from the sale of special $3.00 tickets to the event were going to the Los Angeles Easter Seal Society. By day's end, an estimated $15,000 was turned over to the charity, one of California Teamsters' favorites.

For that price, little more than the cost of a single $2.00 bet, a Teamster not only parked the car for free, got past the turnstile and received a racing program, along with a unique Hollywood Park t-shirt designed by J.C. 42 for the day but also became eligible to win one of several prizes in three "Teamsters only" prize drawings.

Welcoming Teamsters to the track and rolling out the red carpet for them were more than 200 Teamster members of Local 495 who work at Hollywood Park as security guards and parking lot attendants. And make sure everyone had a good time, they did!

Highlight of the day was the seventh race, the "Teamsters' Purse," which was dedicated to all the Teamsters in the crowd and to their union. In the winner's circle to greet the winner of this event, Laura's Star, ridden by jockey Fernando Toro, were Western Conference of Teamsters Director and International Vice President M. E. "Andy" Anderson, J.C. 42 President Mike Riley and J.C. 42 Secretary-Treasurer Karl Ullman. Riley, chaired the event, with Ullman his co-chairman.

Members' attention focused especially on the three drawings open only to Teamsters during the course of the afternoon at the track. Jesse Moreno of Long Beach Teamster Local 692, an employee of Nottingham-Pacific, and Local 208 retiree William Rogers, came up the winners of trips for two to a Scottsdale, Ariz. resort; while Ernest L. Newberry, an Orange Local 952 member employed at Sully-Miller, was the big $500 cash prize winner. (Nobody's talking about how they did in the betting.)

One thing's a sure bet. With all the interest and excitement generated by this year's day at the races, it's likely to become an annual event for the Californians. The Teamsters expected about 3,000 at the event, but attendance topped their wildest expectations. "Next year that number (4,483) ought to double," said Karl Ullman of the successful charity fundraiser.

1. In the winner's circle, Mike Riley, Karl Ullman and Western Conference Director M. E. Anderson greet the Teamsters Purse winner, jockey Fernando Toro, who guided betting favorite Laura's Star to a half-length victory over the turf course in the seventh race.

2. Modeling the special Teamster t-shirts given to participants, Kathleen, Kelly and Stacey Riley, daughters of J.C. 42's President Mike Riley, prepare to draw the names of the three Teamster prizewinners.

Here the lucky winners of the three drawings during "Teamster Day at Hollywood Park" pick up their prizes.

3. Jesse Moreno receiving his trip certificate from J.C. 42 President Mike Riley.

4. Riley (left) and J.C. 42 Secretary-Treasurer Karl Ullman presenting William Rogers with his certificate, good for a trip for two.

5. Big cash winner Ernest Newberry receiving his prize from Riley and Ullman.

ACTIVE IBT LOCALS

ON STRIKE TEAMSTERS LOCAL NO. 255
ON STRIKE TEAMSTERS LOCAL NO. 255
ON STRIKE TEAMSTERS LOCAL NO. 255
ON STRIKE
ON STRIKE TEAMSTERS LOCAL NO. 255
DIAMOND PARKING AND SHUTTLE BUS
UNFAIR
TEAMSTERS LOCAL 255

PORTLAND, OREGON

Ore. Local Defends Workers' Job Rights

When Teamster members of Local 255 went on strike August 1 against Diamond Parking Inc. at Portland International Airport, the local union pulled out all the stops in its campaign to make the public aware of the dispute.

Along with the Local 255 members manning the picket lines, there were among the strikers laid-off workers who happened to be handicapped and youngsters wearing T-shirts stating, "They Took My Daddy's Job."

Teamsters have represented cashiers and shuttle bus drivers at the airport for more than 17 years, most recently under an agreement with APCOA, Inc. The trouble began, however, when Diamond Parking underbid APCOA and won the rights to take over operation of the concession beginning August 1.

After interviews with new applicants (and later APCOA's Teamster employees), the firm announced that it would keep on only six former workers and lay off 21 Teamsters, among them several handicapped workers.

This was clearly unacceptable to Local 255 and when officers entered contract negotiations with Diamond Parking's local manager, they managed to negotiate a tentative three-year agreement with the company that included a clause to provide for the continued employment of all APCOA employees. Later, however, that agreement was repudiated by the company's management in Seattle, which instead offered an inferior agreement and reaffirmed the decision to keep on only six employees (later raised to 16 workers).

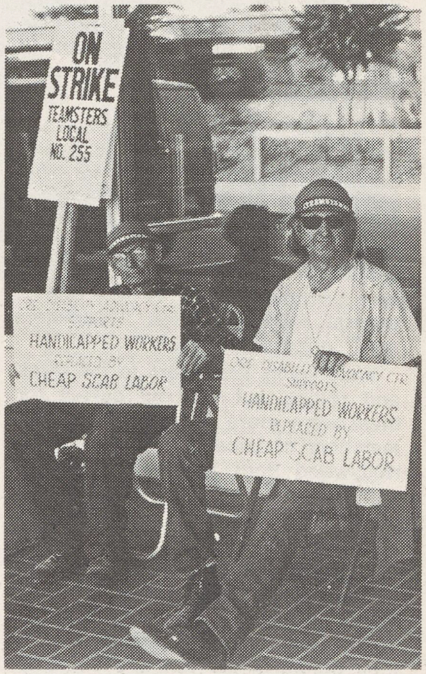
Teamster Local 255 decided it had to take to the streets and when the strike began, even those workers slated to be kept on walked out.

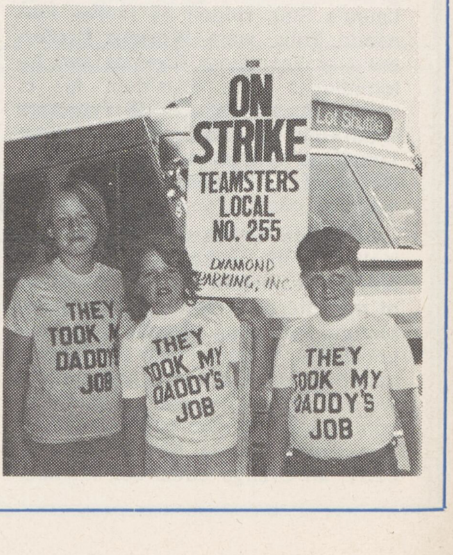
During the strike Diamond attempted to operate the concession with "apprentices" at substantially lower rates of pay, but service steadily deteriorated.

On August 13, the Port of Portland gave Diamond Parking 30 days to improve its management or face cancellation of its five-year contract.

Local 255 filed unfair labor practice charges with the National Labor Relations Board against Diamond for its refusal to bargain in good faith as well as a civil suit alleging discrimination against the handicapped. The Oregon local reports that strong support for the Teamsters' efforts have come from other Teamster locals and AFL-CIO unions, whose members among other things volunteered to help on the picket lines.

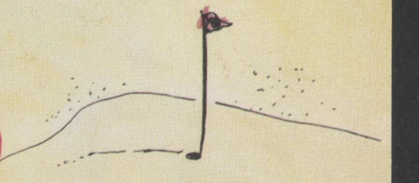
Settlement of the dispute hadn't come as *International Teamster* went to press but the Oregon local, its leadership and its members were determined in their resolve to carry their fight through to a successful conclusion. "And that means a good contract covering all the workers, some of whom we've represented for 17 years," said James Nolan, secretary-treasurer of Local 255.


ON STRIKE TEAMSTERS LOCAL NO. 255
HANDICAPPED WORKERS REPLACED BY CHEAP SCAB LABOR
HANDICAPPED WORKERS REPLACED BY CHEAP SCAB LABOR

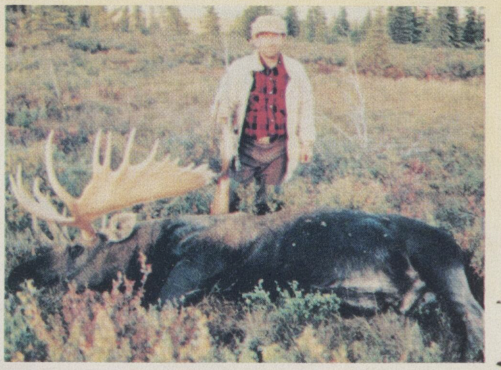

ON STRIKE TEAMSTERS LOCAL NO. 255 DIAMOND PARKING, INC.
THEY TOOK MY DADDY'S JOB
THEY TOOK MY DADDY'S JOB
THEY TOOK MY DADDY'S JOB

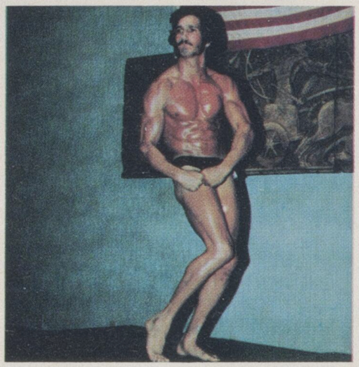
Above and at right, some scenes from the picket lines, including several of the handicapped workers whose jobs would be eliminated by Diamond if it has its way and the children of striking Teamster Local 255 member Gary Tamerius.

TEAMSTER SPORTS



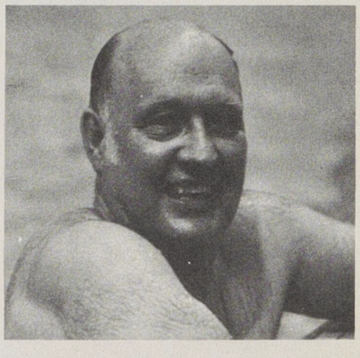
How would you like to have this beast gazing down the rifle sight at you? Denver, Colo. Local 961 Teamster member Gordon Hatch was delighted, on a recent trip to the Brooks Range of Alaska, not only to spot but to bag this beauty of a moose, with an antler spread of 67 inches, as well as a grizzly bear and a caribou. Hatch was betting this prize would qualify for the Boone and Crockett record book.

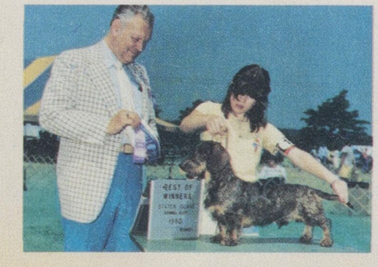




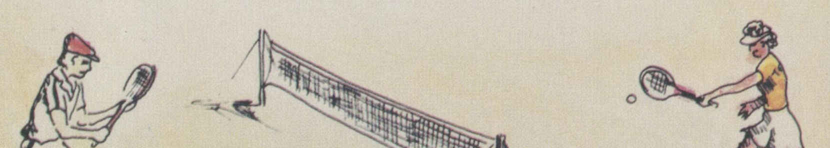
His work has helped make him what he is, says Teamster Local 429 member Rob Stewart, an employee of Happel Lumber and Supply Co., in Monocacy, Pa. Stewart credits his work which includes delivering cement blocks and shoveling coal with helping to get him in shape to win second place honors in the Mr. European Health Spa body building contest. Of course, four-hour workouts, three times a week, probably didn't hurt. Stewart says that after making the finals, with best pose offs for arm, back and chest, he finally lost out to stiff competition in the 165 lb. class. Here, he displays his prize-winning form.

Right in the swim of things is Local 771 Teamster veteran Ben Switch. Switch, 56, works the swing shift on the loading dock at Yellow Freight's truck terminal in Lancaster, but before and after work, you're likely to find him in the water at the local YMCA pool. The Teamster began logging a mile a day, four or five days a week, a few years back to get into shape and relax. But, along about 600 miles, his swims became a challenge; then the Teamster aimed for and broke the 1,000 mile mark (that's about 72,000 laps). Now, with 1,046 miles under his belt, he's already looking forward to breaking the 2,000 mile mark.





Gina Leone, the 14-year-old daughter of Teamster Local 802 member Leo F. Leone of Entenmann's Bakery in Edison, N.J., enjoys the unusual hobby of breeding and exhibiting show dogs. Here, she puts Ch. None Such High Wire, a wired-hair dachshund, through his paces at a recent competition—at which he was accorded top honors. After entry in just eight shows, None Such now is a champion in class, having accumulated more than 15 points in competition.



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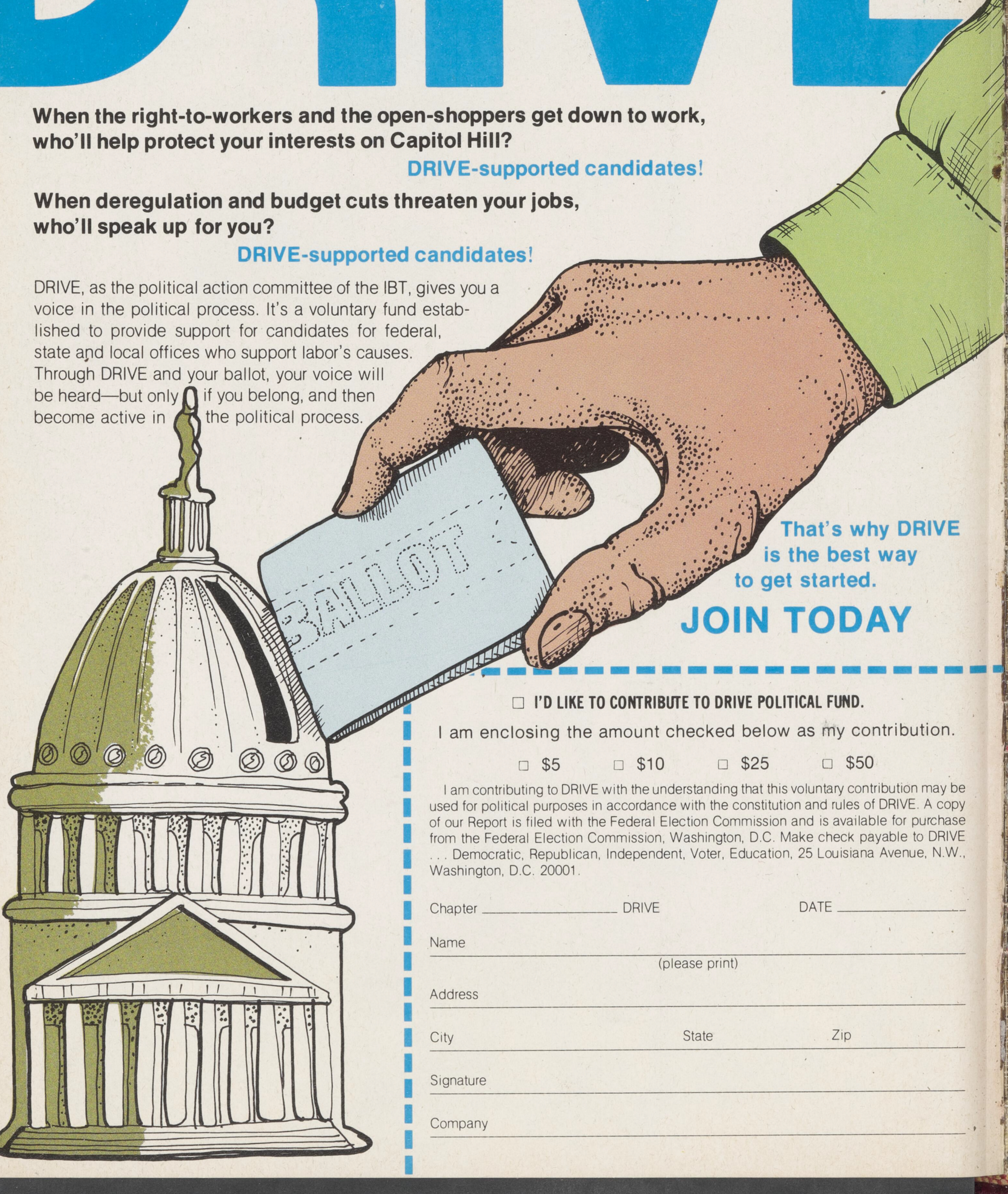

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THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
November 1980

G.E.B. ENDORSES REAGAN!

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS ON ENDORSEMENT OF RONALD REAGAN FOR PRESIDENT

BY A UNANIMOUS VOTE, the General Executive Board of the International Brotherhood of Teamsters has endorsed Ronald Reagan for President of the United States.

This decision comes with considerable forethought and concern for the fate of our nation, the quality of life of working men and women in America, and the standard of living for our more than two million Teamster members.

This decision was based not on personalities or campaign rhetoric, but rather by taking a hard look at the records, the promises, and the performances of the candidates.

From this consideration, we urge our members to support this decision in the best interests of organized labor, working people everywhere and the entire nation.

Working people have suffered unduly during the present Administration. Our people cannot afford four more years of high inflation and unemployment. Of high interest rates. And, of competing in a crippled economy that robs them daily.

Governor Reagan has said, and we agree: “During the next four years, I believe it is possible to build a Great Coalition made up of the producers of America. The working men and women of this land and their families are the heart and soul of such a coalition because it is you who have borne too heavily the burden of the failed economic policies of the present Administration. Together, we can develop and implement sound economic and labor policies that will benefit all Americans.”

Teamsters have always maintained great hope for America’s future. But in recent months we have seen a growing economic decay throughout the land. There have been countless closings of major industries all over America—in auto plants, steel plants, rubber plants and coal mines. And daily, unemployment lines are growing.

We need to rekindle our hope. We need new leadership to beat inflation and find jobs.

We believe Ronald Reagan is that hope for America.

Mr. Reagan has promised to offer the hope and trust that American working men and women desperately need in these troubled times. “The most important step I can take will be to bring understanding and sensitivity to the needs of working men and women in America. We need full employment in America to relieve the misery of our working people,” he told Teamsters recently.

Finally, Mr. Reagan has deplored the resultant conditions of deregulation of the trucking industry, noting its dislocation of individuals and organizations.

“Trucking deregulation should be phased in over a long period with consultation with the affected parties as each step is taken. As President I would proceed no further without such consultation,” Mr. Reagan has told Teamsters.

I urge our membership to join in support of this endorsement, which comes not from the selfish interest of what Governor Reagan can do for our Union, but rather what he can do for the good of this entire country.

We hope on November 4th Americans will go to the polls and VOTE FOR RONALD REAGAN.

Fraternally,

Frank E. Fitzsimmons

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters
Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana
Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 11 **November, 1980**

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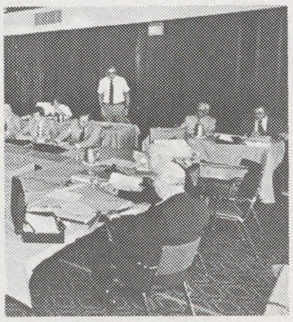

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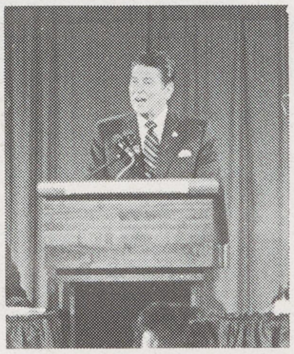

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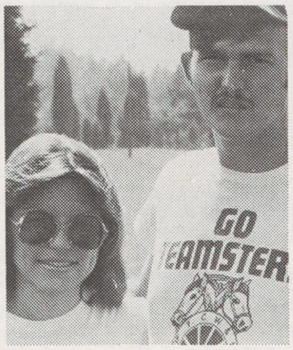

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2 **Teamsters' General Executive Board Meets**
Endorses Reagan for president

4 **Highway Litter: A Costly Confusing Problem**
Teamster jobs are at stake

5 **Airline Div. Concludes Contract Talks with Pan Am**
National workers win contract parity

6 **Teamsters' Terri Drake Returns to PPG**
"I said I'd be back," she tells workers

8 **Teamsters Go Down to the Sea in Ships**
Local 486 members man the mighty tugs

10 **Labor Education is a Never-Ending Process**
Teamster stewards are among labor's best

12 **Consumer Warning on UF Foam Insulation**
It can be hazardous to your health

15 **The Warehouseman: Retiree Cair Turner**
A look at the IBT and how things were

18 **Teamsters Take Part in Brake Test Demo.**
NHTSA invited us to participate

**Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave., N. W., Washington, D.C. 20001**

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POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001 Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

17 ALLIED PRINTING TRADES UNION COUNCIL WASHINGTON 17

IBT EXECUTIVE BOARD MEETS; ENDORSES REAGAN FOR PRESIDENT

THE GENERAL Executive Board of the International Brotherhood of Teamsters unanimously has endorsed the Presidential candidacy of Ronald Reagan.

The Teamster governing board took the endorsement action at its regular quarterly meeting held October 7-9, 1980, in Carlsbad, California.

Board members viewed negatively the administration of Jimmy Carter, citing high unemployment, runaway inflation, and particularly, Carter's advocacy and signing of the Motor Carrier Act of 1980, which deregulated the trucking industry (Gov. Reagan's statement of his views on trucking deregulation appear on the facing page in this edition of the *International Teamster*).

Teamster General President Frank E. Fitzsimmons dwelled at length on trucking deregulation in his report to board members.

Fitzsimmons said in his report: "We know the provisions of the deregulation legislation. Now that the ICC (Interstate Commerce Commission) is in the midst of implementing the law, we will be vigilant in seeing that the ICC does not cut corners or implement the law in any way which waters down the restriction in the law.

Fitzsimmons listed three areas of concern:

1. The Department of Transportation minimums of financial responsibility which require new entrants to demonstrate no less than $750,000 in insurance coverage or ability to self-insure that entry. The law provides that if the application is not a threat to highway safety, it can post $500,000 in financial responsibility for two years before meeting the full $750,000 responsibility.

2. The second area of implementation of the law closely watched by Teamsters, Fitzsimmons said, is that section which permits owner-operators to transport processed foods.

This part of the Act requires only of the owner-operator that he demonstrate fitness and has no obligation to demonstrate need for his service.

He must demonstrate minimum financial responsibility and demonstrate that he has provided for agents of service for process in areas where he operates. After certification, he must file a minimum schedule of rates, and must annually certify to the ICC that he is hauling no more than one-half regulated freight in his annual tonnage.

3. The third area mentioned by Fitzsimmons is in the area of broad classification in granting authority to new applicants. Fitzsimmons noted that the Act clearly points out that the ICC must not require more of an applicant than he is able to perform in terms of equipment and in terms of financial responsibility.

In other action before the board, Secretary-Treasurer Ray Schoessling reported on the activities of his office, and both the Legislative and Political Affairs and Legal Departments gave extensive reports.

GEB RAPS PHONY SOLICITATIONS

RECENTLY, the Union has received a number of disturbing reports that individuals, organizations and publications have solicited payments for advertisements for contributions to newspapers, magazines or special editions purporting to commemorate milestones in the General President's career.

This is to advise you that none of these solicitations has been authorized or condoned by General President Fitzsimmons or the International Union.

Unfortunately, some individuals, Teamster affiliates and employers have made contributions in response to these phony solicitations.

Any information concerning these phony solicitations should be forwarded to the office of the General President where the information will be used to prepare appropriate legal action to stop these unauthorized solicitations.

This is to further advise you that it is not the policy of General President Fitzsimmons or the International Union to allow such solicitations using his name or the Teamster name unless it is a recognized and approved charitable effort. In those cases, the Union's approval of such charitable fund-raising efforts will be made clear to all concerned.

If you ever have any questions about the authorization for any solicitation effort that uses the Teamster name, you should first check with the International Union before making any contributions.

AMERICA'S BEST
TEAMSTER MEMBE

Gov. Reagan addressing Ohio Conf. of Teamsters

RONALD REAGAN ON DEREGULATION OF THE TRUCKING INDUSTRY

"ALTHOUGH I have been long opposed to increased and unnecessary government regulations, the current policy of the Carter administration on deregulating of the trucking industry is ill-conceived and not in the best interest of the transportation requirements of the country.

"Any industry as vital to the national economy and the national defense as trucking is, cannot be deregulated in one stroke without tremendous dislocation of individuals and organizations.

"Trucking deregulation should be phased in over a long period with consultation with the affected parties as each step is taken. I would proceed no further without such consultation."

HIGHWAY LITTER

Costly, Confusing Problem For Workers, Consumers

FIRST there was litter on the highways.

Then, a few years ago, state legislatures—spurred by environmentalists—began enacting laws requiring mandatory deposits on bottles containing beer and soft drinks.

Some of the laws, designed to discourage littering by consumers, included a "clean-up" fee for canned drinks.

The result was a hodge-podge of statutes which proved workable and effective in some states even as they were destructive and ineffective in other states.

Teamsters Union members in Michigan, for example, suffered the loss of jobs under a disastrous mandatory deposit law there. Consumers skipped across state lines to buy their bottled drinks rather than pay the high deposit fee locally.

By 1979, there were an estimated 1,000 separate and distinct pieces of legislation pending in the various states, counties and municipalities, according to Charlie Klare, secretary-treasurer of the Teamsters Brewery and Soft Drink Workers Conference.

Worse, congressmen began introducing bills for a national mandatory deposit law that smacked of vested interest. The measures—none of which have been enacted—were designed to protect franchisers rather than workers or consumers in the beer-and-pop industries.

Meanwhile, results began coming in from state laws already on the books. One research-minded investigator discovered that it cost Oregon $1.80 for every beer bottle recovered from highway shoulders in that state. Hardly an efficient law.

At the same time, consumer purchases of deposit-demand drinks have declined in some states because family budgets have suffered during the recession. For this and related reasons, legislative activity has slacked off on state mandatory deposit proposals.

However, the struggle of litter versus deposit is not over by any means. Environmentalists, distracted in some instances by other issues, might return to the fray at any time.

At issue are three types of containers that, more often than any other garbage, are tossed away on roads or abandoned in parks.

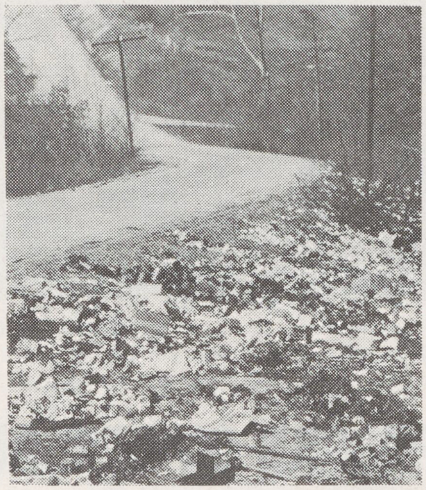
—Reusable bottles made of high-grade glass. The cost of manufacturing them makes it worth the trouble of return for distributors.

—Cans, which if they contain aluminum alloy, are reclaimable at recycling centers located mostly in the eastern part of the country. But the money incentive for reclaiming is very low.

—Throwaway bottles or cartons made of low-grade glass, plastic or waxed-paper. They are more likely than not to be discarded as litter.

It is in the reusable bottle and reclaimable can where the mandatory deposit campaigns have been most concentrated in the past.

The Teamsters Union has not taken a position for or against mandatory deposit laws because they have varied so much in scope. Michigan's crazy-quilt law has killed jobs while in Connecticut the Teamsters have suffered less.



"We would prefer that the regulation of cans and bottles be uniform throughout the country," said Klare recently. "Anything else creates disaster for us in the beer and soft drink industries. We would be in favor of a national law that protects consumers as well as workers—but no such law has been drafted yet."

Klare said lawmakers have not really addressed themselves to the effect that mandatory deposit legislation might have on employment and the purchasing ability of consumers.

In one state, he said, consumers can spend as much as 30 cents a six-pack more for beer than they would spend in a neighboring state.

The reaction to this economic fact of life is predictable. Family budgeteers, often cooperatively with neighbors, ride to adjoining states to buy where the cash outlay is less as they fill a pickup truck with cases of drink.

As *Beverage Industry Magazine* put it recently, "The evidence suggests that the drop in mandatory deposit momentum is due in no small part to the downturn in the economy."

Also contributing to the decline in momentum is the upsurge in recycling of reclaimable cans as Boy Scout groups, high-schoolers and local civic programs conduct campaigns to remove litter.

Alcoa spokesmen said recently that in the first six months of 1980, some 76.8 million pounds of aluminum were returned to the company. The figure compared with 50 million pounds for the same period in the previous year.

Some rather unusual illegal pursuits have developed in the wake of litter legislation affecting bottles and cans. In some states, there is a situation where previously redeemed cans are being double-redeemed; that is, they're being stolen and returned a second time.

There also are problems connected with the geographic dislocation of returnable containers as distributors, thanks to discriminative state laws, find themselves overwhelmed with deposit bottles and cans far above their original distribution.

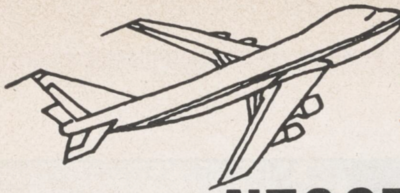
In short, the situation remains something of a mess:

—There are plenty of problems in states where there are mandatory deposit laws, partly because of threatened amendments that would distort the picture.

—The mandatory deposit push has spurred interest in satellite legislation that may or may not be helpful but always is distractive—as in the case of pull-tab bans.

—Then there are some states, like Wyoming and South Dakota, that survive without deposit laws. This in itself might spur legislation should such states find themselves a victim of neighboring law.

In months to come, the Teamsters Brewery and Soft Drink Workers Conference plans to keep a close watch on the entire bottle-and-can controversy, as Klare put it, to try and protect the jobs of Teamsters working in the beer and soft drink industries.



NEGOTIATORS WIN PARITY FOR NATIONAL/PAN AM WORKERS

WITH Pan American World Airways, Inc. and National Airlines now merged into one entity, Teamster Airline Division officers reported this month that negotiations have just been concluded, consolidating into one pact the work rules of the two respective companies governing all employees who've since become Teamsters.

A contract report, containing full details of the negotiated gains, was recently sent to all of the Pan Am and former National Airlines employees covered by the Teamsters' contract.

The Airline Division reports that negotiations were an overwhelming success and that the union won major gains up and down the line, including pay increases and cost of living allowances for all employees.

Negotiators noted that the integration of National Airlines employees into Pan Am was an extremely complex matter, involving the largest merger in airline history. Negotiations also were among the most complicated in the history of airline labor relations.

They covered 63 domiciles throughout the United States and its territories and covered negotiations on nine separate contracts—those covering clerical and related employees, stock clerks, nurses, Intercontinental Hotels Corp. employees, radio and teletype people and the employees covered by four contracts at Cape Canaveral.

Negotiators from the beginning took the position that they wanted to extend the best provisions of both the Pan Am and National contracts to all union members on both sides of the merged airline. In general, that is what they succeeded in doing.

The company took the position that the negotiations did not represent a reopening of the Teamsters' existing Pan Am contract, but under Article 34 of that agreement, the IBT was able to amend that contract in some respects for the benefit of those on the Pan Am side. Negotiators also extended such benefits as increased wages, a shorter work week, and a four-year progression scale to those on the National Airlines side of the company.

"Our Number One accomplishment was to bring former National Airlines employees up to the level of Pan Am employees (who've been Teamsters since 1969) in every area except pensions, where more work remains to be done," said William F. Genoese, Teamsters Pan American chairman, and Norman Greene, director of the IBT Airline Division, in a letter to the workers recently. "Countless long hours and days went into these negotiations to achieve these gains," they added.

The gains that were made, in the face of opposition from the company at all junctures, "could not have been achieved without the strength and unity of the membership and the experience and the expertise of your negotiators, and the full support and cooperation from our International Union and its officers," the two said in their report to members.

The integrated contract, which became effective July 1, 1980, extends until December 31, 1981. New negotiations will begin in October, 1981 with an open contract on all items at that time. The pact covers more than 10,000 Teamsters.

Among the benefits those on the National Airlines side of the company will receive are:

- A 37½-hour work week with pay for 40 hours.
- The full health and welfare program enjoyed by Pan Am employees.
- A four-year progression scale.
- The holidays, severance pay, sick day buy back, tuition aid, coffee break and wash up time provisions of the Pan Am contract.
- Management will be taken off the seniority roster.
- Pay will be on a weekly basis.
- They will get the long-term disability insurance, bereavement pay, meal allowance, and various other benefits enjoyed by Pan Am employees.
- Severance pay when laid off.

In addition, all former National Airlines people will be integrated into the Pan Am ranking groups. This upgrading will mean hefty wage increases over the 18 months of the contract. The cost of living provision of the Pan Am contract will apply to all.

Longevity pay will be improved on both sides of the company.

Pan Am employees will get a pay increase retroactive to July 4, 1980.

Pan Am people will also get an improved shift differential, improved compensation while on jury duty, more System Boards, and the right to have letters removed from their personnel files after 18 months, instead of two years.

In presenting the modified pact to workers, negotiators reminded them that *negotiations just completed with the company did not represent a renegotiation of this contract, but a merging of the contracts covering Pan Am and former National Airlines employees.*

While several key issues were not resolved by negotiators, including protection of the rights of all former National Airlines station agents and ramp employees and integration of the Pan Am and National Airlines pension plans, negotiators promised that these would be major goals in the next round of negotiations.

Over the years, the Airline Division has won tremendous improvements in pay and working conditions throughout the Pan Am system and has advanced even more with this pact, negotiators said. While the union chose not to delay the many gains achieved while resolving these two complex and difficult items, it will press for answers as quickly as possible.

Genoese and Greene, in commenting on the negotiations, applauded negotiators for the time and effort they put into achieving these gains, including IBT Associate Counsel Roland Wilder, who put in countless hours researching the legal background on many complicated factors involved in the negotiations.

RCA
NEWS 2
LIVE ACTIONCAM
GO TEAMSTERS

Terri Drake

'I Said I'd Be Back....'

Teamsters' Terri Drake Returns to Her Job at PPG Industries

"I said I'd be back and here I am."

With those words, Terri Drake, the Norma Rae-like heroine of the Teamsters/PPG representation clash, returned to work September 15, ending a nearly 2½ year struggle that began shortly after Teamster Local 391 began an organizing campaign at the Lexington, N.C. fiberglass plant.

Drake, unfortunately, was caught in the middle of the conflict, with her heart and pocketbook telling her to support the union's efforts to bring the plant under union contract, and her employer threatening her job if she did so.

Terri became one of several pawns in the battle, losing her job and facing blacklisting in the North Carolina area as a result of her stand for the Teamsters.

Drake promised workers when she was fired just days after the organizing campaign began that one day she would return to PPG, and in mid-September she did just that, dressed in a Go-Teamsters t-shirt, a pair of jeans and a warm victorious smile—for the first time since she was fired in 1978 during the union organizing campaign.

Mrs. Drake's return symbolized a significant victory for Teamster Local 391 in its battle to gain bargaining power with the company, workers said the afternoon of September 15. It was a cause for celebration.

So, celebrate they did—about two dozen of them, who gathered outside the PPG plant at 3 p.m. to joyously welcome Drake back and to hand out colorful stick-on daisies saying "Teamsters are Beautiful" to workers who were filing in to work.

"It's been a long time—I'm excited to get back in there," Drake said shortly before entering the plant's main gate. "I'm sure there's been a lot of changes since I've been in there but I'm gonna do the best I can, just like before I got fired."

Terri Drake's reinstatement came in the wake of an order late last month from the National Labor Relations Board in Washington, which said that the company had unlawfully fired Mrs. Drake and another woman, Donna Black. The NLRB ordered that the two women be rehired with full compensation for the time lost.

Drake had been fired because of a brief conversation she had with another worker about the union dur-

Drake and her coworkers outside the N.C. plant

GO TEAMSTERS
GO
NSTERS

ing working hours, the company said at the time of her dismissal.

Mrs. Black's dismissal came after a two-week absence because of a back problem. The company said that it could not find another job where she could do lighter work, as recommended by a doctor.

While Drake reported back to work, Black had not yet been certified to return to work, as *International Teamster* went to press, although the company has said she *will* be rehired. Local 391 plans to be in touch with the Labor Board and to seek an enforcement order from a federal judge, if she is not returned to work within 30 days, Local officers said recently.

If workers chose to rub it in to PPG just a little, that was understandable, since the large company had been for many months telling workers that Drake would never, ever step foot in the plant again.

PPG had also been enjoying a reign of terror that included dismissals, intense harassment, eavsedropping, buggings and other intimidating techniques.

The National Labor Relations Board did not look lightly on these recurring offenses, documented by worker testimony before a congressional committee investigating union-busting forces this spring. In handing down its order in Drake's case, the Board found that:

"By unlawfully interfering with, restraining and coercing employees by threatening to cease plant expansion plans because of their election of the union, by threatening employees with loss of jobs in the event of their organization by the union, by interrogating employees concerning their union sympathies and activities, by soliciting employees to withdraw their union authorization cards, by soliciting grievances of employees and promising employees benefits to discourage their union support, by threatening employees with more onerous working conditions because of their union support, by more stringently enforcing work rules to discourage employees in their union support, by informing employees that an employee was discharged for union activities, by requiring that employees participate in employee interviews or meetings without representation where such representation had been requested by an employee and reasonable grounds exist for a belief that the matters to be discussed at the meeting may result in disciplinary action, and by actually imposing discipline at such meeting, Respondent (PPG) engaged in unfair labor practices in violation of Section 8(a)(1) of the Act."

PPG was ordered not only to rehire Drake and Black, but to post in prominent places throughout the plant the Board's order that the company immediately cease and desist all its illegal activities including threats to employees concerning loss of jobs, plant closure, or more onerous working conditions, solicitation of employees to withdraw their union authorization cards and its other tactics.

Workers who gathered outside the plant Sept. 15 said they were confident that Donna Black would be rehired soon, although they could not say when.

Terri Drake's return is significant, Christopher Scott of Local 391 said, because "from the very first of the campaigning 2½ years ago, we said Terri Drake would be back—she was our own version of Norma Rae—and the company said she'll never walk back in here.

"So, what this illustrates to the people here is that there is an authority higher than the company. Throughout, we've tried to prove that law does prevail—even in Lexington," Scott said.

At half past three, Mrs. Drake walked through the plant's main gate to report to work. She did so to applause and supportive cheers from workers who continued to hand out the paper notices of the decision.

In a related event, Local 391 now has filed a complaint with the NLRB charging that the Pittsburgh-based company has refused to lawfully bargain with the union at the Lexington, N.C. fiberglass plant.

While the complaint sets the groundwork for between 12 and 18 months of civil litigation, the company finally has agreed to abide by whatever decision the court hands down, according to Local 391 President R.V. Durham.

Durham adds: "The effectiveness of the Teamsters' boycott and corporate campaign to date has had a great impact on the company. Corporate officials have agreed to expedite the proceedings before the Fourth Circuit Court of Appeals, have agreed not to appeal to a higher court and have promised to 'bargain a contract' if the Union certification prevails."

Durham credited the Teamster-mounted boycott campaign as the primary reason for these occurrences. Throughout the 28-month struggle, the company's strategy has been to delay, hoping to erode the union majority, he pointed out recently. "The boycott brought pressure on PPG, making it pay dearly for this strategy," he noted.

On another front, the Ohio Conference of Teamsters was successful last month in convincing the Ohio state legislature to enact legislation decrying the tactics of PPG, J.P. Stevens and other union-busting employers wherever they operate, but particularly in the state of Ohio.

The bill was enacted to prohibit the award of state contracts to persons found in contempt of court or for failure to correct unfair labor practices. The Ohio Conference was successful in getting the legislation passed through its state Senate unanimously, 30–0.

"WE WILL offer Terri Drake immediate and full reinstatement to her former job or, if her former job no longer exists, to a substantially equivalent position, and WE WILL offer Donna Black immediate reinstatement to a job substantially equivalent to her former job and for which she is qualified and physically able, the reinstatement with respect to both Drake and Black to be without prejudice to their seniority or other rights and privileges, and WE WILL make them whole for any loss of earnings or benefits they may have suffered by reason of the discrimination against them, plus interest."

—Excerpt from NLRB order issued to PPG Industries, Inc., Lexington, Plant, Fiber Glass Division

TEAMSTERS GO DOWN TO THE SEA IN MIGHTY SHIPS

BY LAND, air and sea, wherever you find goods being transported, you're likely to find Teamsters transporting them, and the Great Lakes and their connecting and tributary waters are no exception.

At Bultema Marine Transportation, Teamsters pull a whole lot of weight.

Twenty-two members of Teamster Local 486 in Saginaw, Mich., can be found any day of the week at work for Bultema Marine, hauling cargo and barges up, down and around the Great Lakes and their waters, pulling as much as 4,600 tons at a time in tugs weighing as much as 436,000 pounds.

It's a tough and arduous job. And if long-haul truckers can be referred to as "captains of the highways," then surely these mariner Teamsters rightly deserve the title, "truckers of the sea."

Local 486 Business Agent Carl J. Havalda organized Bultema Marine Transportation at the company's inception in April, 1977. Employees of Bultema Dock & Dredge and LaCrosse Dredging Company, which along with Bultema Marine are owned by Canonie Company of South Haven, Michigan, have been members of Local 486 since April, 1973.

These fellow Teamsters ply their trade up, down and around the Great Lakes from Minnesota to the international boundary near St. Regis, New York.

They work as captains, steering the vessels; as mates, relieving and assisting the captain; as chief engineers and assistant engineers, keeping the engines running smoothly; as welders; and as deckhands, cooking, cleaning and watching from the aft to the bow of the vessel to see that the lines are kept taut when the tug is towing a barge or boat. Let those lines go slack and they're liable to break, losing a whole load.

And if you think captains and their crews aren't careful about the loads they're responsible for, just check out the regulations manual for tug captains and other company personnel.

There it clearly states that, since it is impossible to direct the operation of a vessel from an office desk, the captain is responsible for the safe operation of his vessel and any equipment in tow. "He makes all decisions and is responsible for these decisions to the company and the U.S. Coast Guard. That includes responsibility for moving barges at dockside and making up the tow for the lake." And if the master of the vessel deems it proper for the mate to do such work in the harbor, the mate becomes responsible for any damage. With those kinds of regs., you can bet there's some careful maneuvering going on aboard those vessels!

In addition to towing, and sometimes pushing the huge cargo barges that sail the Great Lakes, these Teamsters haul aggregates, coal, steel, salt, stone and other materials that are transported by water. In the winter they break the ice to keep the shipping channels open for as long as possible.

Two nuclear power plant projects, the Donald C. Cook Project and the NIPSCO Project in Indiana, use the services of Teamster members at Bultema Marine in hauling stone to cover the discharge and intake lines. These pipes carry the hot water produced by the nuclear reactor out into the water, and the stone holds the pipes in place. The tugs also haul to disposal sites, dirt and other waste products allowed by the Environmental Protection Agency.

Each tug is usually manned by a crew of five Teamsters who generally work from May to November or December, depending on the weather. The ice breakers, of course, have a longer season. Once the tugs pick up their cargo, they do not stop until they reach their destination unless they are forced by bad weather to go into port.

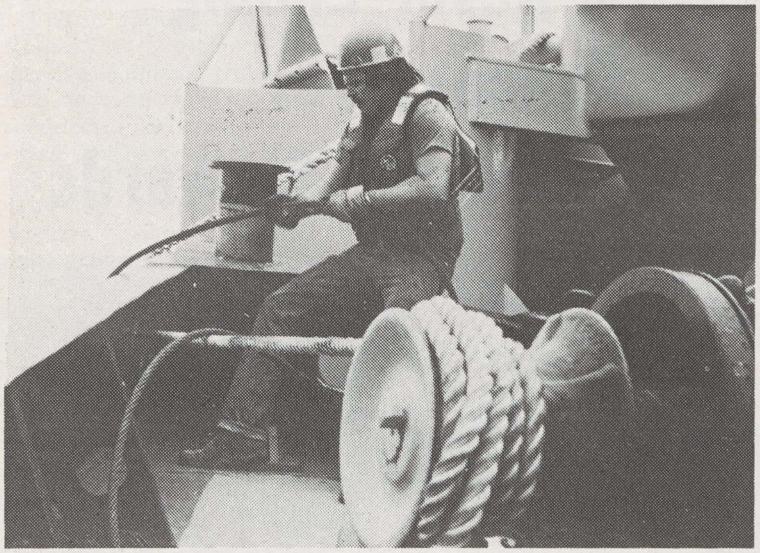
A trip may take anywhere from a week to a month, and during that time, their vessel is their home. They eat, sleep and work on it. Because of this, most, although not all, of these sea-going Teamsters are single and relatively young. Many of the captains sailed in foreign countries because they have unrestricted licenses.

Members are paid according to their classification and whether or not they are licensed. Some attend certified merchant marine academies, such as those at Sault Sainte Marie, Mich., Milwaukee, Wisc., and Traverse City, Mich., to earn their licenses.

The six tugs in the fleet are powered by a maximum power unit of 2000 horsepower twin GMC engines, and they travel at a speed of 17 knots, or in "landlubber" language, about 19.6 miles per hour. They can tow a barge weighing up to 4,600 tons or over nine million pounds. This is equivalent to 90 fifty-ton empty box cars, a lot of weight to tow in any language.

A total of fifty Teamsters work for Bultema Marine's sister companies, Bultema Dock and Dredge Corporation and LaCrosse Dredging Corporation. These companies maintain support and rescue vessels in addition to doing off-shore dredging.

Neoma Marie

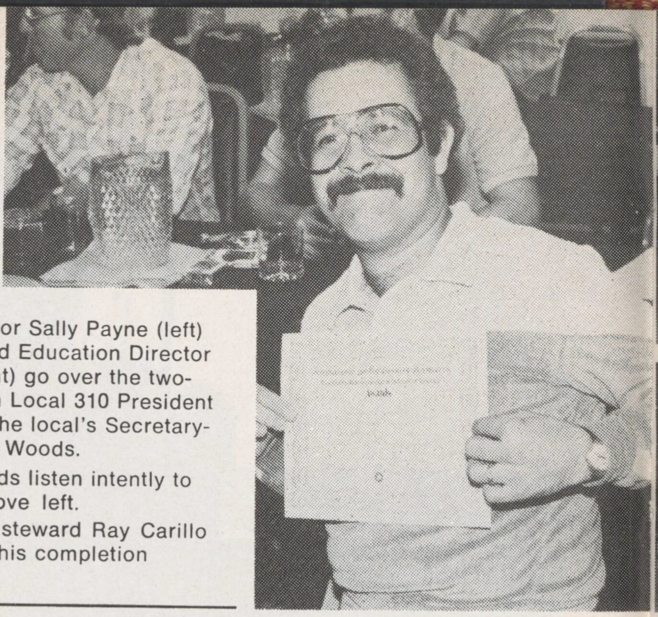


From top, clockwise: The tug Neoma Marie is transporting a loaded barge to an offshore dump disposal site for Bultema Dock and Dredge Co. Teamster Captain Dick Brown and Julius Heidt and Engineer Dave Schaffram can be seen aboard the vessel.

Below, Teamster Jim Wellington (left), captain of the American Viking, atop the bridge of his tug, talks to Stanley J. Andrie, president of Bultema Marine Transportation.

At right, Teamster Captain Bill Palmer guides the tug, Muskegon, with the aid of Teamster crew members Jim Wellington and Bruce Mattson.

Above, Teamster Ed Hogan handles a winch aboard the tug, John Purves.



Here IBT Instructor Sally Payne (left) and Research and Education Director Arthur Kane (right) go over the two-day program with Local 310 President Bill Depper and the local's Secretary-Treasurer, Cyndy Woods.

Local 310 stewards listen intently to the program, above left.

Right, Local 310 steward Ray Carillo proudly displays his completion certificate.

LABOR EDUCATION

A Never-Ending Process For Teamster Stewards

"The steward's job is not an easy one. He or she is a one-man labor movement. On the one hand, the steward must stand up to the employer whenever there is an attempt to violate the written contract. On the other hand, he or she must shoot straight with his fellow workers, even when the right position is not a popular one."

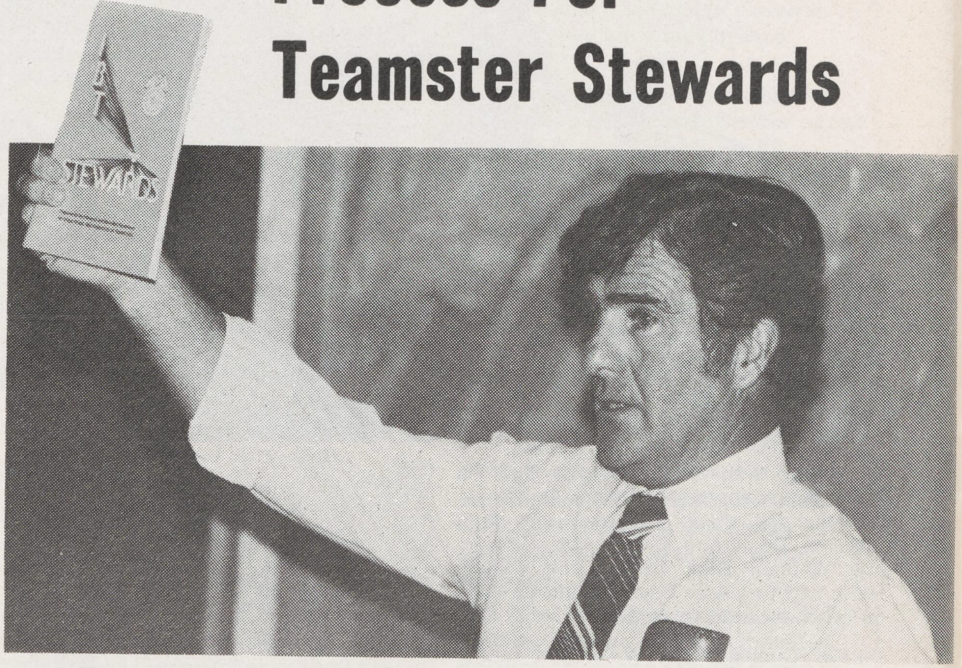
WITH those words Teamsters Local 391 President R. V. Durham kicked off a weekend seminar in South Carolina for Teamster stewards from his local. It was one of three conducted in cooperation with the IBT Research and Education Department in recent weeks around the country.

Durham's gathering of 500 stewards and guests was by far the largest, but all centered on the need to make stewards the best informed front-line troops the Teamsters have in their battle to aggressively represent the membership in the best fashion possible.

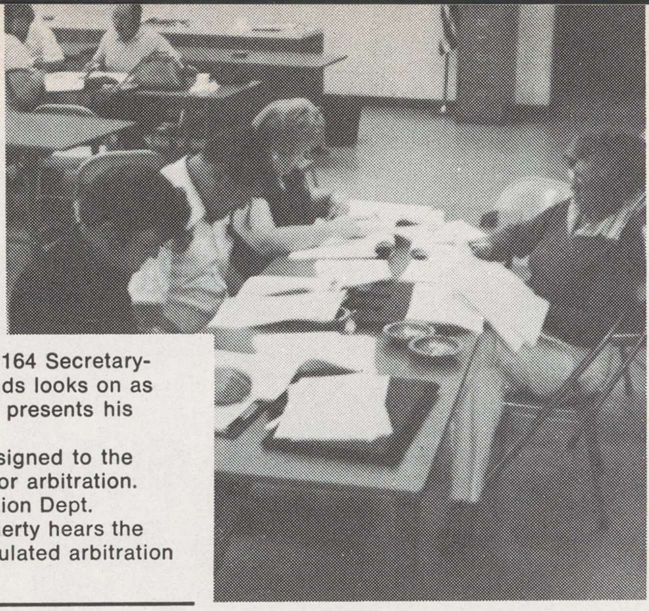
Working toward this goal in recent months has been Research and Education Director Arthur Kane, who with his staff, has been traveling around the country, assisting Teamster locals with their educational programs, in some instances conducting their training sessions entirely and in others offering whatever guidance and tools are necessary.

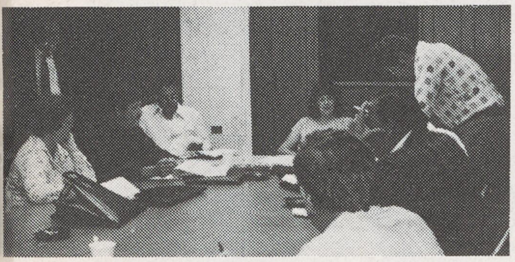
The program has been lauded as one of the most effective tools developed recently to really reach those Teamsters who must deal with our members day in and day out and help them effectively perform their difficult jobs during the course of their normal work weeks.

The three-day seminar that took



Above, R&E Director Art Kane; Below, Local 391 Seminar participants.





At bottom left, Local 164 Secretary-Treasurer Martin Hands looks on as the chief spokesman presents his mock case.
At right, stewards assigned to the union team prepare for arbitration.
Research and Education Dept. Instructor Martin Flaherty hears the charges during a simulated arbitration hearing above.

place September 25-28 concentrated on the stewards' role and was structured to provide intensive study in some of the major areas of concern facing Teamster stewards in North Carolina.

"What distinguishes our union from so many others is a strong, aggressive, militant group of stewards who provide the vital link between the elected leadership and the members," Durham added at the outset.

The program revolved around four workshop sessions, with groups of workers assigned to each of four class groups. Two of the workshops were conducted by the Research and Education Department staff and dealt with the role of the steward and grievance handling. The two others combined labor issues such as organizing, legal activities, legislative/DRIVE efforts, mediation, pension issues, and health and safety concerns. These were chaired by Teamster personnel from the Eastern and Central Conferences and the International Union.

Teamster speakers offering excellent presentations during the weekend included: Frank Wood, J. C. 9 president; Jerry Schultheis, Tom Brown and Mike Markowitz from the Eastern Conference; George Chiavola from the Central Conference; E. Van Tichelt and Ed Murtha from the Central States H&W/Pension plan; lawyers Hugh Beins and David James, and the IBT's Legislative Counsel Bartley O'Hara. in addition to a number of Local 391 officers and staff personnel.

Among the excellent outside speakers offering presentations were Leonard Duggins and Andrea Joyce of the Federal Mediation Service.

Charles Klare, director of the Teamsters' National Brewery Conference, addressed the stewards at a dinner session on the challenges that lie ahead for unionists, highlighting the role anti-union management consultants are currently playing in trying to drive organized labor out of the field.

At the session's closing banquet, Fleming Campbell, administrative assistant to Eastern Conference Director Joseph Trerotola, and IBT Vice President John Cleveland were the keynote speakers. Brother Campbell spoke about the struggles Teamsters faced with dealing with unfavorable legislation passed in the 1940s and 1950s, correlating that to problems Teamsters face today, while Brother Cleveland commented on the ability and strength he witnessed in Local 391 stewards and other rank-and-file union people today.

At the conclusion of the meeting, Local 391 President Durham had high praise for all the speakers on the agenda but especially for the Research and Education Department's contributions, noting that they had really impressed on the stewards some very important points during their segments of the program.

JUST DAYS before, Research and Education Department personnel had traveled out to Tucson, Arizona, where staffers helped Teamster Local 310 convene a seminar for more than 75 stewards September 13 and 14.

During this two-day program, Local 310'ers got an intensive look at the grievance process and spent much time preparing their own mock grievances to take before an arbitration panel composed of other union members.

Among the speakers addressing the class, in addition to Local 310 President Bill Depper and Secretary-Treasurer Cyndy Woods, were IBT DRIVE Representatives Charlie Murphy and Wallace Clements, both of whom encouraged the stewards to ask their coworkers to become active in DRIVE.

Arizona stewards were attentive to the two-day program and worked hard on the materials presented in the program. At the program's conclusion, all agreed that it had been time well-spent and seemed really enthused to receive their class completion certificates.

EARLY in September, the International department took its educational program to Jackson, Michigan, at the request of Local 164 officers.

There, they helped Local 164 Secretary-Treasurer Martin Hands conduct a two-day grievance workshop for stewards working for freight and industrial companies.

The program convened September 6 and 7, with Research and Education Dept. staff members Sally Payne and Martin Flaherty on hand.

Workshop sessions ran throughout the day, with stewards actively participating in mock grievance handling situations.

On the second day, stewards presented their grievances at mock hearings, learning graphically the principles and complexities involved in dispute settlement.

Bill Bernard and Darrell Ellick, both Local 164 trustees and business representatives, also participated and assisted throughout the program.

By seminar's end, all the stewards seemed willing to concede that winning a grievance (and the Teamsters' record here is one of the best) isn't quite as easy as it looks. It takes a lot of hard work.

CONSUMER WARNING ON

INSULATION

Not All Types Are Safe, And What You Don't Protect Yourself From Can Harm You!

WHAT YOU DON'T KNOW can hurt you, especially when it comes to insulation these days!

Spurred on by energy tax credit incentives in the last few years, millions of consumers, including Teamsters, have recently installed insulation in their homes or have been considering doing so.

If you have or are eyeing the prospects of doing so, you should be aware of recent growing government concern over one insulating product —urea formaldehyde (UF) foam insulation.

Also known as urea-based insulation or foam-in-place insulation, this insulating product, which has been chosen by nearly half a million people because of its ease of installation and reasonably low cost, lately has been the subject of an intensive Consumer Product Safety Commission investigation. Recently, CPSC proposed enacting a warning standard to make consumers aware of safety hazards associated with the material which were uncovered during their study.

The dangers of UF insulation are apparently very real. Families contemplating insulation projects before the onset of winter should be aware of them. Teamsters who already have the product in their homes should be mindful of the symptoms that sometimes blow in with the foam.

Testimony presented to the CPSC focused on reports that formaldehyde gas is released from the UF foam which can cause a wide variety of adverse health effects, ranging from eye, nose and throat irritations, to coughing and shortness of breath, to skin irritations, nausea, nosebleeds, dizziness and headaches.

Individuals with respiratory problems have reported even more serious reactions.

The National Academy of Sciences, commissioned to study the product by the Consumer Product Safety Commission, has recommended that consumer exposure to formaldehyde be reduced to the lowest practical level. The report concluded that "information from controlled human studies and complaint-related investigations suggests that, even at extremely low airborne concentrations, a proportion of the population will respond with some irritation."

The UF foam insulation referred to in these comments is a cellulate plastic material used for thermal insulation. Installers mix the product at the job-site by combining a urea formaldehyde-based resin with a foaming agent to produce a product with the consistency of shaving cream. The foam is then pumped through a pressurized air hose into holes drilled in a structure's exterior walls. The foam fills up and expands into all open spaces and then hardens into a self-supporting material.

The hazard is caused by the release of formaldehyde gas after installation, when urea formaldehyde foam insulation is improperly installed. The gas may be released into the home for a few days, or, in some cases, for weeks or months.

Temperature, humidity, architecture and foam installation techniques all contribute to when and if gas is released.

More than 1,000 consumers have complained to the commission about problems with UF foam insulation after installation. The reports have detailed difficulties ranging from physical side effects to persistent odors that lingered in construction materials even after the insulation had been removed.

Urea formaldehyde foam insulation is not the only product that includes formaldehyde. The toxic gas can also be found in plywood, chip board, cotton clothing and fabrics, carpeting, grocery bags, wax paper, plastic parts in some appliances and mildew prevention chemicals. Usually, however, there is little problem associated with these materials.

The Commission staff estimates, however, that there are currently more than 500,000 homes in the U.S. which have been insulated with UF foam. By the end of 1980, it is expected that another 60,000 to 80,000

homes will have installed the foam. The great majority of such installations appear to be in older homes. Staff and industry estimates believe the product comprises approximately five percent of the entire domestic insulation market.

Teamsters who already have urea formaldehyde foam insulation in their homes and are suffering from any of the symptoms noted may want to have their homes tested for formaldehyde in the air. Some local, county and state health departments will make these tests without charge.

Other remedies that may help the situation are:

► Using chemically-treated air filters;

► Painting interior walls with oil-base paint;

► Using ammonia or other chemicals to neutralize the formaldehyde gas;

► Ventilation, opening windows and doors, turning on air conditioners.

The proposed new CPSC regulation would require installers to notify consumers of possible problems arising from the UF foam. It also would require the same information to be prominently printed on all contracts, directly above a signature line. To emphasize the importance of the warning, the regulation would require the message to be enclosed in a ruled box, be of distinct coloration and use large, bold-faced printing.

Requiring such a notice would immediately help protect consumers' safety but would not preclude the possibility of stronger actions in the future, such as product standards or an outright ban, should the hazard continue.

Meanwhile, several states are going ahead and taking their own action. The State of Connecticut has an agreement with some UF foam installation firms that they will warn potential buyers of the possible hazards of the product. Last November, the State of Massachusetts banned the sale of urea formaldehyde foam insulation.

While Teamsters are urged to avoid using this product, if you already have installed it in your home and formaldehyde gas has been detected or possible symptoms arise, you are urged to contact the CPSC.

Either write to the Consumer Product Safety Commission, Washington, D.C., 20207 or call the toll-free hotline—800-638-8326. In Maryland only, call 800-492-8363. In Alaska, Hawaii, Puerto Rico and the Virgin Islands, call 800-638-8333.

Your safety is important to both the CPSC and your union. Please consider carefully before deciding to install UF foam insulation in your home!

PROPOSED NOTICE

The proposed safety information notice would contain the following five points:

- **This product may release formaldehyde gas into your home over a long period of time.**
- **Formaldehyde gas may cause eye, nose and throat irritation, coughing, shortness of breath, skin irritation, nausea, headaches and dizziness. People with respiratory problems or allergies may suffer more serious reactions, especially persons allergic to formaldehyde.**
- **The symptoms may appear immediately, or not until months after installation.**
- **Use of the insulation in attics, ceilings and interior walls increases the likelihood of releasing formaldehyde gas into your home. In some instances, the formaldehyde gas cannot be controlled by ventilation or other inexpensive means.**
- **If you have health concerns, call your doctor. Also contact (installer-phone) or (material supplier-phone) immediately.**

Josephine Hoffa, Wife of Former Teamsters Leader, Is Dead at 62

Josephine Hoffa

JOSEPHINE HOFFA, wife of former Teamsters Union president James R. Hoffa and the former chairman of the Teamsters' National DRIVE Ladies Auxiliaries, died September 12, in Detroit, Mich. She was 62.

Mrs. Hoffa, who had suffered from heart problems for many years, had been hospitalized about a week before her death for treatment of "small stroke syndrome." She later was transferred to the coronary care unit. While cause of death was not disclosed, it was believed to be heart-related.

During her years as head of the Teamsters' DRIVE political arm, she was active in the union's legislative activities, and was instrumental in prompting many of the union's female members and male members' wives to get active legislatively and in fund-raising activities.

Mrs. Hoffa, then Josephine Poszywak, first met her husband on a picket line in 1936 during his early days as an organizer for Teamster Local 299. At the time, the petite, blond Miss Poszywak was working in a local laundry, whose workers had gone out on strike for better pay. Hoffa was on hand to offer encouragement. The couple met and were married a short time later.

Mrs. Hoffa is survived by two children, James P. Hoffa and Barbara Crancer. Jim Hoffa, a Detroit-area attorney, said recently that his mother had been in failing health for several months. "She had lost weight and had been ill; we were very concerned about her. We're stunned and saddened by her death." He added that his mother's health had declined steadily since his father's 1975 disappearance from the parking lot of a suburban Detroit restaurant. That case has never been solved.

All of the members of the International Union join their Teamster officers in conveying their deepest sympathies to Mrs. Hoffa's family. She will be mourned and missed by all who knew her within and outside the union.

POST OFFICE ISSUES STAMP HONORING ORGANIZED LABOR

ORGANIZED LABOR was honored recently with the issuance of a 1980 commemorative stamp, designed to pay tribute to American workers and their many contributions to America.

The stamp was unveiled at first day ceremonies at the White House on Labor Day, 1980, with many representatives from the labor movement present, including Teamsters Union officials.

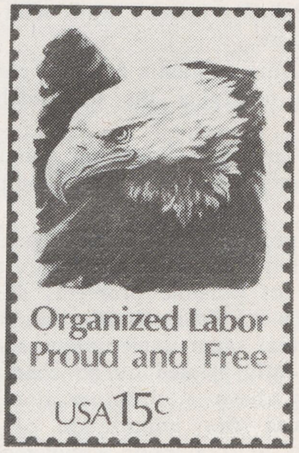
The stamp honors the labor movement, of which Teamsters are a part, as "an integral part of the history of democracy and freedom in the United States. The founders of the movement fought for compulsory free public education, an end to child labor, an eight-hour day, apprenticeship laws, payment of wages in legal tender, creation of a national bureau of labor statistics and workers' compensation," Postal Service officials said in unveiling the new issue.

The stamp is emblazoned with an American eagle and bears the words, "Organized Labor, Proud and Free."

President Carter at the stamp ceremony, which took place during his annual Labor Day picnic for the labor movement, paid tribute to deceased AFL-CIO President George Meany. Added Postmaster General William F. Bolger: "I think it only fitting that we issue this special stamp—recognizing the role of organized labor in bringing dignity to the working man—in honor of George Meany who did so much to establish that dignity."

As stamp collectors know, this is not the first time the Postal Service has honored workers. During the 1970s a series of stamps featured skilled colonial craftsmen plying their trades and paid tribute to their assistance in the building of America.

First day covers of the stamp can be obtained at stores that sell stamps to collectors. The 15¢ stamp will be on sale at most post offices around the country for the next several months.



The Warehouseman

Around the turn of the century, Cair Turner could remember his father saying, gunfire often accompanied elections in the hills of eastern Kentucky. The hill people took their politics seriously. They made voting day a dangerous holiday.

It was feud country, a heritage from the Civil War. As Teddy Roosevelt once described it, the west slopes of the Appalachian Mountains tumbling through Tennessee and Kentucky "formed an isolated island of loyalty to the Union in a sea of secession. Though the majority of the people were Federals, some were Confederate sympathizers and bitter, bloody feuds tore the hill settlements" after the Civil War.

There were only dirt roads or pine-cone paths connecting the hill towns eighty years ago. Come election day, groups of men would ride horse-drawn wagons to the nearest one-room schoolhouse serving as a polling place in the valley.

They would be armed with crocks of moonshine whiskey jiggling on the wagon seat and rifles and revolvers hidden beneath straw on the wagon bed. For a while, the voting scene took on the air of a picnic: Wagons motionless beneath the trees near the schoolhouse; horses standing patiently; men taking swigs from jugs and swapping jokes.

When the laughter became argumentative, the deputy sheriff—if there was one around—would take a long walk. Once the hill men got tanked up, their political arguments tended to become more personal. Unhappy memories would revive. Sometimes fists were not powerful enough answers. Acrid gunsmoke would replace the odor of whiskey breath.

Cair Turner's father was a peaceful man. He would go in to vote, cast his ballot, and get away from the milling boisterousness around the school. He had thirteen children and a wife on a little farm 10 miles from Jackson, Kentucky. He did not want to get hurt.

It was natural for Cair, named after an uncle, to copy his father and grow into a peaceful adult. To shun places of trouble. Like his father, Cair learned that while you might not be looking for trouble, you still could walk into it. So he was careful.

Yet Cair Turner went off to World War II. Following the war, he became a warehouseman and a member of the Teamsters Union.

Roosevelt also wrote about the region that was Cair Turner's birthplace: "Like most settlements in these hills, the people were isolated and had but little contact with the men and women of the lowlands.

"They were poor, for the valley yielded a scanty living.

Most of them rarely left the mountains that surrounded their log and board cabins. Children worked, not as training for life, but because it was necessary to work."

Cair Hunter worked as a child. So did his brothers and sisters on the small farm. Each youngster had a chore to perform before he went off down the road to school. It could be feeding the chickens or milking the cows, or whatever.

Similarly, when the children returned home from school in the afternoon, there were more chores to perform. Like carrying wood or coal. Or picking beans. Weeding the vegetable garden. Each child had a task; they did not wait to be told to do it, they just did it. They learned there was a need to work.

"Perhaps the strongest force in shaping these men and women was their religion," wrote Roosevelt. "Their faith was of the deep-rooted zealous type. Their ministers were circuit-riders who traveled weary miles to carry the gospel to their widely scattered flocks. It was the religion of the Bible, hard and narrow at times but living, and was brought into the occurrences of every-day life, not kept as a thing apart. It was not merely for Sunday consumption in a padded pew."

So it was that Cair Hunter, like his forefathers, became a religious man. Today, when asked his views on the subject, Hunter replies, "Oh yes. I believe in the Bible."

Politics, work and religion became the three dominant forces in Cair Hunter's life. To him, they seemed as natural as sleeping and eating.

WORLD WAR II SOUGHT OUT Cair Hunter, quiet Kentuckian. He did not volunteer to go to it. He was drafted into the army in April, 1943, and sent to Mississippi for basic training. Cair, 20 years old, had completed only eight grades of school before dropping out to help his father on the farm. So he had no special skill that the army could use.

The young man, with thousands of other young Americans, was sent to the South Pacific. During the final 14 months of the war, he served in the Air Transport Command and was stationed at Guam. Turner acquired a skill at Guam that years later would lead him into warehousing.

He operated a forklift on the army landing strip. Guam, hot and humid, was a receiving center for wounded men. The hospital cases were brought there by transport planes as the fighting army hopped islands through the Pacific.

It was Turner's job to approach the plane with his machine, raise the lift to the cabin door, and receive stretcher cases on an over-sized pallet. Then Turner would reverse the machine, lower the skid which carried two stretchers at a time, and wheel the patients to waiting ambulances. The transfer was made differently with the walking wounded; the skid was fitted with hand railings and would accommodate about 20 standing men.

The system was a time-saver for both the air force and the hospital corps. The operation of the forklift was a precision task. Turner could not raise the lift too slowly or he might bring it up under the belly of the plane as he approached. He could not move the machine too quickly toward the cargo door or he might punch a hole in the aircraft. He learned to do the job in a single, flowing, upward motion and was fast at it.

Cair Turner was released by the army in March, 1946, after returning to Oakland, California, by ship and then traveling overland to a discharge center in Indiana.

He went home to the Kentucky hills.

LIKE MANY VETERANS, Cair Turner found himself beginning an entirely new life after three years of military service. Changes had taken place around Jackson, Kentucky, including a new sawmill that had been constructed in wartime.

Turner got a job at the mill. It was a big operation that sawed 40,000 feet of pine and hardwoods daily. He worked in the yard, stacking and drying wood, then later was assigned to the mill. In the four years that followed, he also logged, lumberjacked and loaded trucks.

Tiring of the sawmill, Turner took a job at Morgan Packing Company, a vegetable canning plant in Austin, Indiana. He was assigned to the tomato porch which received the produce from trucks. It was more-or-less boring labor. Four months later he returned to the family farm.

America was fresh into the decade of the 50's. People had forgotten the war and most veterans were once again thoroughly civilian. Then the Korean War flared and the nation's industrial muscle flexed again.

Cair had a brother working at a warehouse in Indianapolis, Indiana. The brother kept urging him to come north and get a good job there, saying that Indianapolis was prosperous. Finally Turner took the advice and got on a northbound bus to the metropolis.

He went to work for Indiana Terminal & Refrigeration Company in October, 1951, within six hours of his arrival in Indianapolis. The company was under a warehouse contract with Teamster Local 135. Turner's starting wage was $1.31 an hour—very good money in those days—and he was pleased with his good fortune.

When he had been at the terminal 60 days, Cair Turner was approached by the steward for Local 135. The man asked, "Do you want to join the union?"

"Yes sir," Cair answered. He had known little about unions until he came to Indianapolis. He had learned the value of unionism in the pay envelope. "I'm going to join the union."

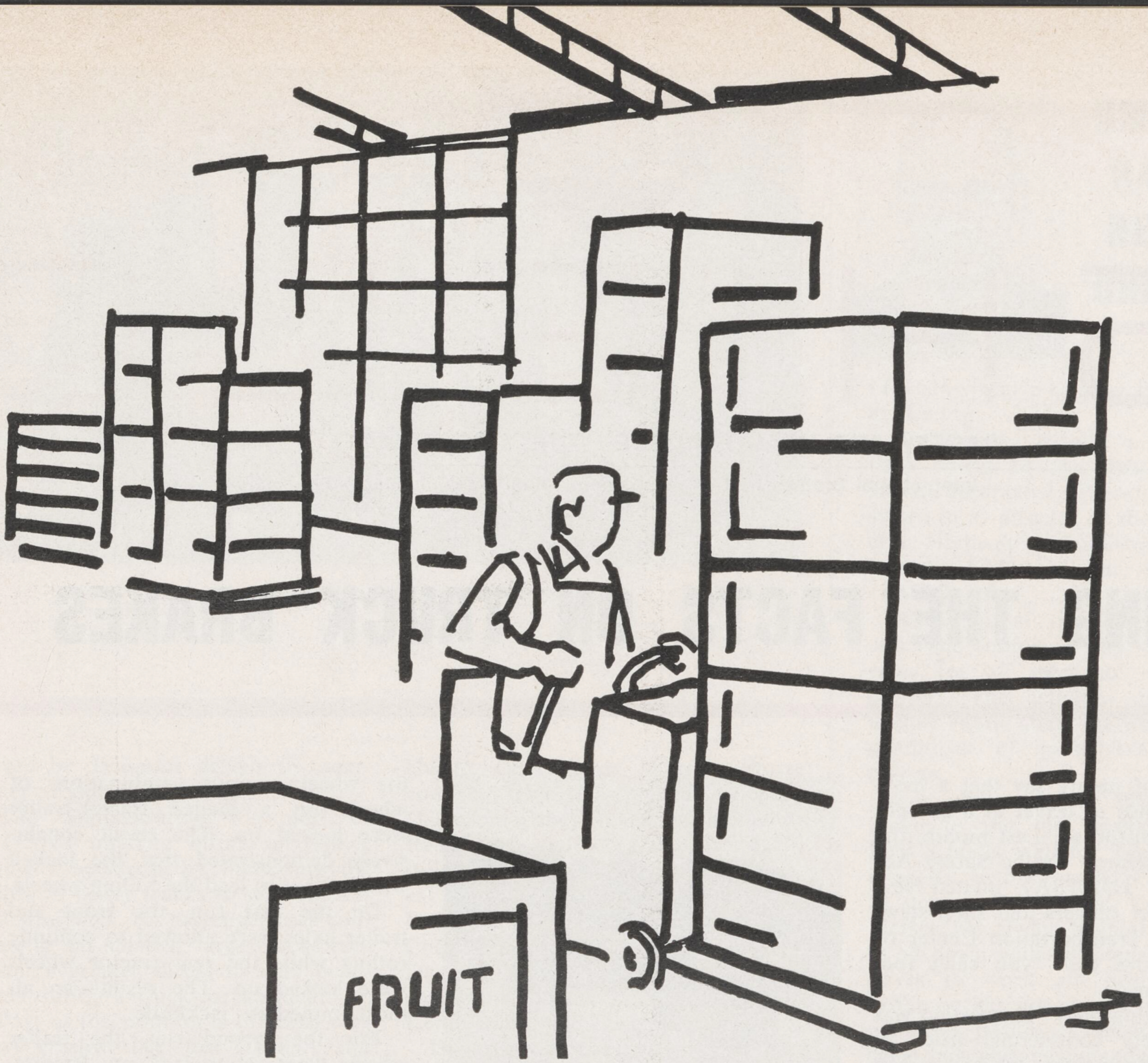
Turner signed his name. His initiation fee was $28. His monthly dues were $3. He thought it was a good investment.

DURING HIS 17 YEARS at Indiana Terminal, Turner worked in the cold box about three-fourths of his time. When the cold storage work was slack, he helped unload box cars on the railroad track alongside the terminal.

It did not take Cair long to learn about cold box temperatures that went as low as 32 degrees below zero. He soon appreciated the coveralls, furlined boots and gloves, jacket and cap. By 1968, the company's business was shifting; it began phasing out the refrigeration unit.

Once the handwriting was on the wall, Turner changed jobs. He signed on at the Kroger Grocery Company warehouse in Indianapolis. At peak operation, the warehouse supplied some 75 Kroger chain stores in central Indiana and was under contract with Teamster Local 135; Turner's pension and fringe benefits transferred with him to the new job.

Turner filled grocery orders for Kroger. He operated a powerjack that could pick up two pallets stacked with a



ton of canned goods, then carried them to the dock where the pallets were set down. Loaders shifted the goods into the trucks.

There were about 150 Teamsters working in the warehouse. Adjacent to the warehouse were a Kroger bakery and a milk-bottling and ice cream plant. In later years, Cair Turner said he enjoyed working at the Kroger Company more than any place he had ever been. The worst accident Cair ever suffered in the warehouse was to mash a toe under a pallet. He lost a big toe nail and had to stay off work for three days.

Turner tried to attend every union meeting. He believed it was necessary to learn first-hand what was happening with the union. He was never a steward. Nor did he ever serve on union committees. But Cair Turner was loyal to the union and considered himself a good Teamster member.

He retired in 1979 after more than 40 years of hard work that began when he was 14 years old. He was making $8.81 an hour the last time he punched his time card.

* * *

Cair's local 135 pension is $382.50 a month and his wife, Lillian, receives a pension from her former employer, Eli Lilly & Company, plus disability under Social Security. So they have no financial problems. They are childless.

The Turners own their Indianapolis home. The house has enough footage for Cair to enjoy a lifetime avocation of vegetable gardening. His garden is 100x150 feet. Most of the produce goes to friends. He works in the garden every morning and evening, weather permitting.

Occasionally Turner and his wife play euchre, a popular warehouse card game, with friends. They go to church fairly regularly. Now and then, Turner wanders back to the Kroger plant to visit old pals on the job.

Every June, the Turners return to Jackson, Kentucky, for a family reunion. Cair's brothers and sisters are scattered through Kentucky, Michigan and Ohio. They and their descendants and their in-laws, 250 strong, hold Sunday cemetery services for the deceased parents. Then the clan, half of them surnamed Turner, retire to an old apple tree a few hundred feet away and enjoy a picnic feast while listening to mountain music. "Each year there are some new faces," says Cair, " and a couple of the older faces do not return."

Cair, who once was part of a winning, 13-week strike when he worked at Indiana Terminal years ago, considers himself lucky to have labored under Teamster contracts. In the past, he often compared his Teamster wages and benefits with those of neighbors belonging to other unions and always found the Teamsters to be in the lead. As he puts it: "The Teamsters Union is the greatest thing that ever came along. It's a wonderful thing. I'm a hundred percent for it."

Cair Turner has advice for younger workers: "You really don't know what you're missing until you work as a union man. You have so many more benefits—not just better pay."

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

BARING THE FACTS ON TRUCK BRAKES

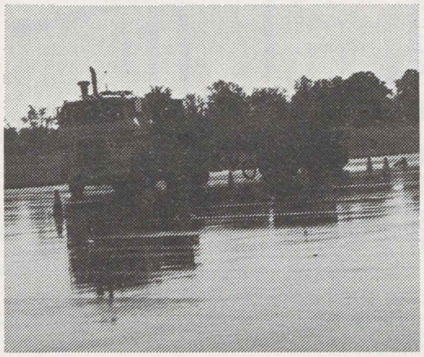
THE laws of nature say that a moving body tends to travel in a straight line unless disturbed. Last month, the National Highway Traffic Safety Administration (NHTSA) invited several Teamster officers and shop stewards to the Transportation Center of Ohio to prove that "you can't fool mother nature."

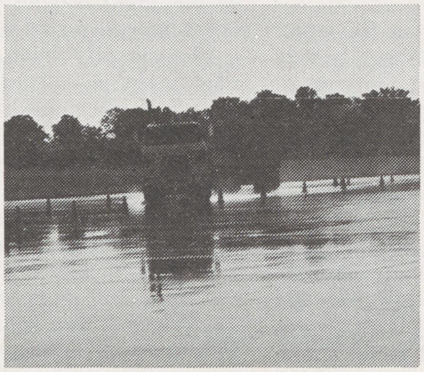
The "moving body" in question was a heavy duty commercial truck in various configurations. NHTSA asked the Teamsters to observe and assist in a demonstration of different aspects of braking and their effect on vehicle control.

The Teamster group, led by IBT Safety and Health Director R. V. Durham, himself a former professional truck driver, shared the driving chores with NHTSA personnel, as the trucks were put through their paces. The demonstration was broken down into three parts: First, a comparison of vehicle response with different sets of wheels locked; second, a demonstration of the effect of tractor to trailer timing and steering axle brake torque on vehicle controllability; and third, a look at the effects of anti-lock systems on controllability.

These tests were performed on the fifty acre paved vehicle dynamics area at the Transportation Research Center in East Liberty, Ohio. The area was wet down to reduce traction and allow vehicles to skid in order to test the effects. Drivers were to attempt to negotiate a 500 foot radius curve, making their best efforts to keep the vehicle under control.

In the first demonstration, conducted with NHTSA drivers behind the wheel, various combinations of wheels on a loaded tractor-trailer were locked up. The result conclusively demonstrated that the locked wheels want to lead the rolling wheels.





On the first run, the front and trailer axles were allowed to continue rolling while the rear tractor wheels were locked up. The result—an almost immediate jackknife.

For the second run, the trailer wheels were set to lock up. Predictably, the trailer swung out, as the rear of the trailer tried to catch and lead the rest of the rig.

When the front tractor axle locked up, as on the third run, the rig plowed straight ahead, following the locked wheels.

On the fourth and last run, both the rear and trailer axles were set to lock up. The result was a strong trailer swing.

All of the vehicles used in the demonstration were equipped with two-way radios and safety cables to insure the safety of both drivers and observers.

In the second part of the demonstration, Teamster drivers were asked to try and stop their vehicles in as short a distance as possible while staying in the 12 foot wide curved lane. Loaded, unloaded, and bobtail rigs were driven with various brake timing and steering axle brake configurations.

The third part of the demonstration tested the effect of anti-lock systems on vehicle control during full dump panic stops. Loaded and unloaded rigs with and without front brakes and anti-lock systems were

Teamsters on hand for the safety demonstration

driven by Teamster drivers in emergency stopping situations.

The demonstration was part of NHTSA's ongoing effort to reduce highway accidents by increasing the ability of heavy trucks to stop quicker and straighter. As passenger cars continue to get smaller, large trucks represent a greater threat to auto occupants during a truck-car accident.

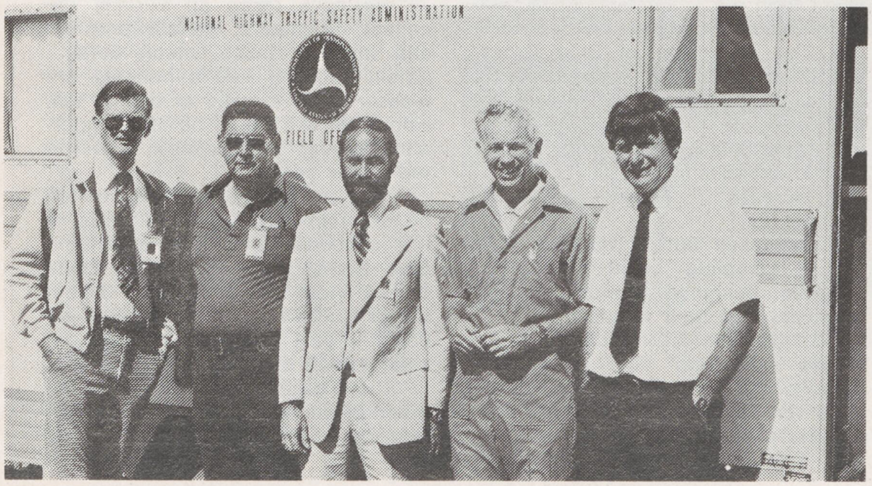
Part of the solution is to make cars more crashworthy. But NHTSA and the IBT both feel that the best idea is to prevent the accident in the first place. This demonstration, and others like it, brings the government and the truck user together for just that purpose.

Participating in the demonstration for the Teamsters, in addition to Durham, were: Eastern Conference Safety and Health Coordinator Mike Markowitz; Western Conference Safety and Health Coordinator Warren Morse and the Ohio Conference's Richard Collinson. Other Teamsters included: Paul Toney and Bill Raike, Local 20; Bill Riddell and Herbert Snyder, Local 24; Ken Rittman and Bob Myers, Local 89; Gairald Kiser, Local 100; Charles Kirschbaum and Wes McDaniels, Local 147; James Jesinski and Frank Busalacchi, Local 200; and Keith Milburn of Local 413.

Department of Transportation officials included Bill Leasure and Sid Williams from NHTSA's Heavy Vehicle Research Division, and John Machey from NHTSA's Rulemaking Office.

Also present were observers: Bob Ervin from the University of Michigan, and Dick Radlinski, Reilly Garrot, Woody Woodruff and Buddy Testerman, all from Safety Research Labs, Ohio.

Below, government and safety observers at the test site.



NATIONAL HIGHWAY TRAFFIC SAFETY ADMINISTRATION
FIELD OFF

BMCS HAS NEW CHIEF

IT'S always nice to have friends at the top.

Earlier this month, a longtime friend of the Teamsters Union, Kenneth L. Pierson, was sworn in as director of the Federal Highway Administration's Bureau of Motor Carrier Safety (BMCS).

BMCS, as all truckers know, sets and enforces the safety rules for all interstate motor carriers. The activities of this agency vitally affect the working conditions of most Teamster drivers.

For that reason, Pierson's move to the top position at BMCS bodes well for Teamster interests. In his former position as deputy director of BMCS, Pierson has always been anxious to sit down with IBT representatives to work out problems. While he has not always agreed with IBT positions, Pierson has been fair and even-handed.

The new director began his involvement in the trucking industry through employment as a driver following military service. Pierson is proud to mention his membership in Local 24, in Akron, Ohio, and still carries a withdrawal card.

He began his civilian federal service in 1958 with the Bureau of Motor Carriers of the Interstate Commerce Commission, as a field investigator. In 1967, the Bureau was transferred from the ICC to the new Department of Transportation as the Bureau of Motor Carrier Safety. Shortly thereafter, Pierson was appointed special assistant to the director of the Bureau of Motor Carrier Safety. On June 30, 1969, he was designated acting director, serving in that capacity until April, 1970, at which time he was appointed deputy director.

As director, Pierson will be in charge of a Bureau which has approximately 292 employees and a budget of $15 million.

ACTIVE IBT LOCALS

PROVIDENCE, RHODE ISLAND

Local 251's New Health Plan Ranks Tops in State

At right, Teamster Local 251 health and welfare plan trustees go over the final details of the comprehensive new health package just provided Local 251 members. From left to right are: Employer Trustees Samuel Malkim and Bernard O'Toole, and Local 251 Trustees Alexander J. Hylek, secretary-treasurer of the Rhode Island local, and John E. Amaral, its president. Above, Rhode Island Governor J. Joseph Garrahy listens as trustees discuss the scope of the new health/welfare package. From left are: Gov. Garrahy, Local 251 Secretary-Treasurer Alexander Hylek, Blue Cross President Douglas J. McIntosh and (standing) Local 251 President John Amaral.

The program is so innovative, it's like taking a step into the future.

That's the general opinion of a new Teamster health benefit package unveiled last month by Teamster Local 251's Health and Welfare Fund officers, in conjunction with officials of Blue Cross, Blue Shield and Delta Dental. The package has been called the "single most ambitious benefits expansion in Rhode Island history."

On hand to help the Teamsters take this gigantic leap in health care services was Rhode Island Governor J. Joseph Garrahy, former chairman of the National Governors' Conference health subcommittee. He lauded the extensive program and the gains it would make for Teamsters within his state.

The program will cover more than 15,000 men, women and children enrolled in Local 251's health and welfare fund, all of whom will carry a unique gold card, designed expressly for the local union's sole use and signifying their participation in the Teamster plan (this in contrast to the normal blue card members carry).

Teamster Local 251 Secretary-Treasurer Alexander Hylek, as spokesman for the other trustees—John E. Amaral, Samuel Malkim and Bernard J. O'Toole—described the new benefits as "our 1990 package." With this broad expansion of coverage, including some entirely new benefits," he noted, "our 15,000 members and their families have leaped at least 10 years into the future."

The new program, effective October 1, includes:

- A full-scope Delta Dental program, including all basic and routine dental care, plus coverage for root canals, bridges, oral surgery, crowns, periodontics and orthodontics.
- A paid-in-full prescription drug program, with no out-of-pocket copayment.
- The elimination of all deductibles from the Teamsters' $1 million Major Medical program.
- The expansion of Blue Cross hospitalization and in-hospital medical care coverage from 120 days to 365 days.
- Blue Shield benefits for chiropractic services.
- Increased weekly sickness benefits.
- Increased optical benefits.
- A complete health education program designed exclusively for members and their families.

Plan trustees also decided to increase members' life insurance benefits and to provide term insurance for spouses and children under the plan.

Trustees emphasized that the decision to expand coverage resulted from their continuing cost-benefit analysis of fund money, projected member needs and new benefit priorities.

"We have taken an already excellent Teamsters' benefit program and made it much, much better," Hylek said. "If health benefits are measured on a scale of one to ten, I don't think it would be an exaggeration to say we are now over the top of the scale."

These comments were seconded by the four health plan officials at the announcement ceremony. Said Blue Cross, Blue Shield and Delta Dental Vice President John O'Connor of the new program, which is the firm's largest and most comprehensive outside of government plans:

"The Teamsters are to be commended for anticipating, rather than reacting to, health care needs."

WASHINGTON, D.C.

Teamster's Wife Fosters Americanism

Mrs. Barbara Genoese, center, educational director of the American Legion Auxiliary's Girls Nation program, here meets with the 1980 Girls Nation President, Lenore Mosley of Tennessee, right and Vice President Tamara Madison of Indiana, left, in Washington, D.C. Mrs. Genoese is the wife of William F. Genoese, secretary-treasurer of Teamster Local 732 in New York and assistant director of the Teamsters' Airline Division.

The Teamsters Union, Mrs. Genoese reports, has long shown great interest in both Girls Nation and Boys Nation activities. Girls Nation, held at Washington's American University each summer, is the culmination of Girls State programs held in each state, from which two representatives are sent to learn about the operations of the federal government at every level.

This year, with financial assistance from the Teamsters and other labor organizations, each participant received a special yearbook as a permanent memento of her visit, along with a copy of Legislative Facts, a book published by the Teamsters which is used by both Girls Nation and Boys Nation in their studies of the government.

ERIE, PENNSYLVANIA

Another Teamster Earns Hero Status for His Efforts

Luckily for those involved, Teamsters seem providentially to happen by an awful lot of situations that could be potential tragedies. This month, we have a report from Erie, Pennsylvania about the life-saving efforts of Local 397 member Ken Johnston, a steward at Phoenix Transportation.

It seems Johnston was delivering a local morning newspaper at 3:00 a.m. one morning recently, when he noticed a house along his route engulfed in flames.

Seeing flames shooting everywhere, Johnston quickly turned in a box alarm then headed for the house, not knowing whether anyone was home or not.

It seemed like forever, he says, that he pounded on the windows and doors, rang the doorbell and shouted. Finally he aroused a sleepy Joseph Lisek who, unaware that his home had become an inferno, wandered to the door. Lisek asked Johnston what he wanted and when apprised of what was happening, fled, able to salvage only the pants he was wearing.

As both watched the fire destroy the home, Lisek shook the hand of the man who had saved his life and expressed his gratitude.

A hero? Johnston says, "I wouldn't know what one felt like."

PLATTSBURGH, NEW YORK

Teamsters Feted For Safety Record

Anchor Motor Freight's million mile banquet recently was a festive occasion for Teamster drivers on hand for the event, held recently in Plattsburgh, New York.

Honored at the banquet was the company's entire staff, including approximately 160 Teamster Local 648 members employed there, all of whom joined recently in helping the company attain an enviable safety record of one-million accident-free miles on the highways.

Terminal personnel have to satisfy stringent requirements to achieve million mile club status, company officials pointed out, as do individual drivers aiming for the million mile mark. Any accident of any type involving property damage or personal injury—even a scratch to equipment—can be counted against the terminal's record.

Anchor's executives at the banquet lauded the cooperation demonstrated by all terminal employees, among them Teamster drivers, mechanics, yard personnel, dispatchers, office personnel and supervisors, for making this safety accomplishment possible.

Above, some of the company's Teamster employees enjoy the festivities in their honor.

ACTIVE IBT LOCALS

PORTLAND, OREGON

Two Teamsters Tapped Tops in Oregon State

Taking top honors in Oregon's statewide truck roadeo, the event that precedes the National Trucking Roadeo competition each year, were Teamsters Matthew Blaser of Local 57-B and Jim Hefeneader of Local 81.

Blaser, with more than 38 years of experience and three million accident-free miles behind him, was selected Oregon's Line Driver of the Year. He's employed by West Coast Truck Lines.

Hefeneader, a 22-year Teamster veteran with more than 300,000 accident-free miles to his record, is employed by Transcon Lines and was named Oregon City Driver of the Year at the same competition.

1. Here Blaser is shown (second from right) with from left, Local 57-B Trustee Pat Patterson, wife Bette Blaser who also is a Local 57-B member working at Coos Bay Dredging and Local 57-B Business Representative James White, holding the company trophy won.

2. Jim Hefeneader (second from left) holds his individual trophy and is flanked at left by Local 81 Business Agent Jack Powell, and on the right by Transcon Lines Chief of Terminal Operations Steven Edwards who holds the company trophy and Transcon Terminal Manager Robert Henderson.

PORTLAND, OREGON

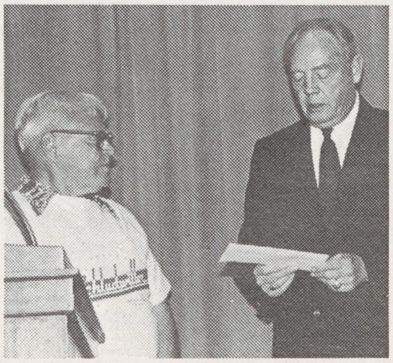
Oregon Retirees' Group Leadership Changes

With an exchange of gavel, the presidency of Joint Council 37's Retired Member Association changed hands recently, from longtime President Milt Sheldon to incumbent F. J. "Blackie" Oderman, the association's former vice president.

Sheldon had announced his surprise retirement at the group's May 7 meeting in Portland. A high priority on the agenda of the group's meeting in June was a special ceremony honoring Sheldon's 10 years of service as head of the retiree group and the presentation of several gifts of appreciation, including a Schludwiller T-shirt and several gift certificates from Oregon J.C. 37.

Sheldon has been a Teamster since 1944 and held several union posts over the years, including a six-year stint as president of Local 281 prior to his retirement in 1968.

During his years as head of the retiree group, he did much to expand the prestige and image of J.C. 37 retirees by serving on many civic and advisory panels studying or concerned with the problems of senior citizens both within Oregon and nationally.



Above, the gavel of authority switches hands from Sheldon (right) to the Oregon Retired Member Association's new president, Blackie Oderman.

At right, Sheldon receives some parting gifts from J.C. 37 President Joe Edgar in appreciation for his years of service to Oregon retirees.

PORTLAND, OREGON

Members Aren't the Only Ones Involved in Oregon

Out in Joint Council 37 country, Teamsters' spouses are encouraged to be as actively involved in local and joint council activities as their member husbands and wives. Here, being sworn in, are the newly elected officers of the Oregon affiliate's Teamster Women's Auxiliary, including from left: Kathy Joy, president; Bonnie Sowers, vice president; Bette Neilson, secretary; Connie Filer, treasurer; Ann McDougald, conductress; Sally Schulyer and Freida Dennis, trustees.

PORTLAND, OREGON

In Memory of Emery Huntoon

The Emery Huntoon Memorial Fund was formally established recently with a $600 contribution to the Shriners Hospital for Crippled Children. The fund, established as a tribute to deceased veteran Teamster labor editor Huntoon who for 19 years until his retirement edited the Oregon Teamster and who shortly after retirement died, was created with donations from friends and editors of labor publications, along with matching donations from Teamster Joint Council 37. Here Richard Spohn (left), president of the Oregon Labor Editors organization and editor of the International Woodworker newspaper, whose idea it was to create the fund, discusses the donation with Joseph Edgar, president of J.C. 37.

PORTLAND, OREGON

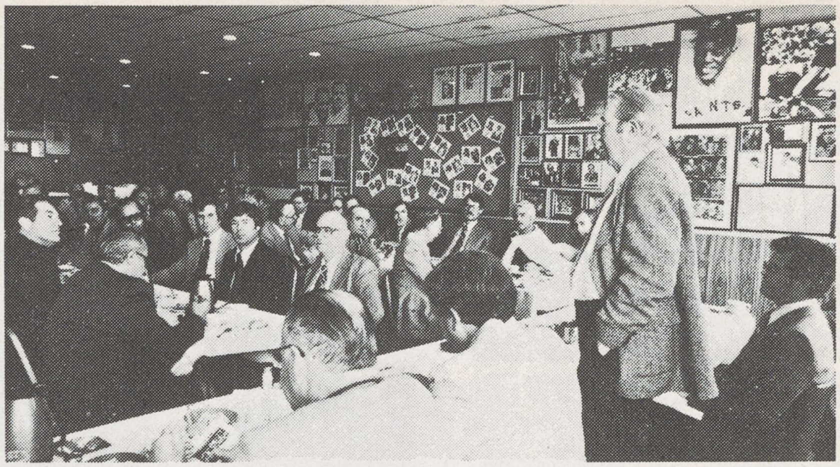
A Hearty Sendoff At Local 162

These eight Teamster veterans, with 178 years as members of Local 162 among them, retired recently, and while at headquarters one day were given a tour of the premises of the local's new headquarters, Union Plaza, by their local's president, Cal Rogers. From left to right are Teamsters: Henry Reisbach, Williamette, 42 years; Melvin C. Zetter, Maddox Transfer, 19 years; Marvin E. Ballard, Liquid Air, 10 years; Gordon Reynaud, Safeway, 15 years; Edward Lindhe, Gilmore Steel, 38 years; Rogers; Paul Bentz, United Grocery, 3 years; Melvin R. Sheppard, Santry, 8 years, and Richard H. Waltie, Liquid Air, 43 years.

ACTIVE IBT LOCALS

SAN FRANCISCO, CALIFORNIA

Retired Teamster Poses Unique Plan for Retirees



Speaking to a Northern California United Food and Drug Council meeting recently, retired Teamsters International Vice President Einar Mohn posed a novel network of interaction between all California retired unionists as one way to achieve legislative goals for retirees.

Efforts are now under way to form a "Statewide Congress" of labor union retiree clubs with a headquarters office in Sacramento to lobby legislators on key issues for retirees," Mohn told council members, all of them representatives of the Teamsters, the Food and Drug Clerks, Hotel and Restaurant Employees, Machinists, Office and Professional Employees, Bakers or Butchers unions.

Mohn, head of the IBT Western Conf. retiree program, added that one primary goal of the group will be to tie together existing retiree clubs of different California unions to collectively and effectively deal with local, state and national issues.

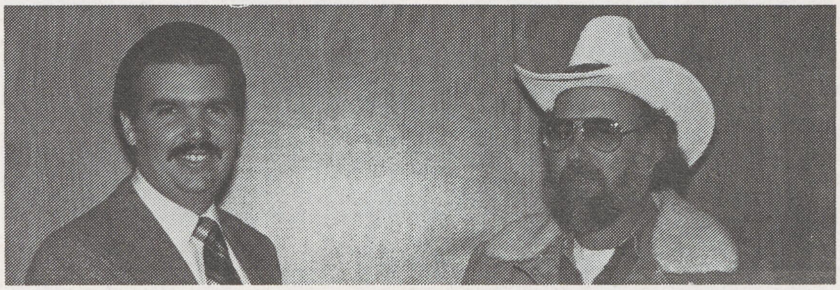
Mentioning some areas in which the coalition hopes to effect change, Mohn cited Social Security and Medicare, two programs that have been seriously eroded by inflation, yet which face further cutbacks unless retirees get busy and protect their self-interests legislatively.

For new retirees, Mohn had two suggestions to prevent what he termed "retirement trauma". One was to join your local union retiree club; the second, to join the forces now actively working to protect retirees' rights.

Here Mohn (standing) addresses the Northern California United Food and Drug Council meeting. Seated left to right at speakers' table are: Herb Denk, Council treasurer and executive officer of Bakers Union Local 119; Ben Leal, Council president and president of Teamster Local 856, and Chuck Mack, secretary-treasurer of both Joint Council 7 and Local 70.

DENVER, COLORADO

Two Grievance Wins In Rocky Mt. Region



Both Teamster Local 13 and Local 17 out Denver way reported successful arbitration wins for members who'd been on the losing ends of disputes with their employers recently.

Local 13 recently won an arbitration concerning steward Clyde Clark's unjust discharge from Shelton Construction, winning for him a $12,000 backpay award, as well as reinstatement with full seniority and benefits.

It seems Brother Clark became a target after he became active in a recent organizing campaign at the company. The arbitrator, however, saw through the company's ploy and ordered the Teamster back to work; a later court decision upheld that judgment. Brother Clark learned quickly how valuable it can be to have the union grievance system behind you in a dispute.

Over at Local 17, officers were also successful in getting Teamster Bill Cutting reinstated to *his* job as a driver for Transcon, again with full benefits, no loss of seniority and backpay, after arbitration at the JWAC level. A veteran of 18 years with the union, Cutting praised Local 17 and its officers for helping him win his case.

1. Here Clyde Clark (right) receives his backpay award of $12,000 from Local 13 Vice President Rob Fasdon.

2. Local 17's Bill Cutting (left) happily accepts his backpay settlement check from Local 17 Business Agent Frank Bushnell.

DENVER, COLORADO

This Driver's Record Is Clean As A Whistle

Teamster Local 961 member Lyman "Johnnie" Benson retired recently from Time-DC in Colorado after 41 years of accident-free, over-the-road driving for the company.

During the course of his career, Benson's remarkable safety record resulted in a number of trophies and awards of recognition for the Teamster, the most recent one being a 40-year safe driving plaque awarded to him by his employer. In 1959, the Colorado Motor Carriers Association named him driver of the year and presented him with a trophy for two million miles of accident-free driving. Since then, he has received numerous other pins, watches and awards for his years of safety and service.

Here, Local 961's Lyman Benson is shown with some of the awards he amassed during his 41 years of accident-free driving at Time-DC.

SACRAMENTO, CALIFORNIA

Another Teamster Success Story

Six Teamsters employed by General Produce Company are especially glad they had the Teamsters Union behind them to handle a recent grievance they had with their employer. The six recently collected $14,048 in back wages as a result of Sacramento Local 150's efforts in their behalf. Here, as the Teamsters receive their backpay checks, are, from left: Local 150 Business Agent Chuck Brooks, Teamsters Michael Ito, Gary Powers, Michael Abelia and Mark Wiley, and Local 150 Secretary-Treasurer Al Bonilla. Robert Ruiz and Peter Thomas also shared in the award, but were unavailable when this photograph was taken.

OTTAWA, ONTARIO, CANADA

Can. Officers Congratulate Scholarship Recipient

Presenting Teamster scholarship winner Daniel Venasse with his award on behalf of the International Union recently was Albert Marinelli (left), a representative of the Canadian Conference of Teamsters, who offered the youngster heartiest congratulations on behalf of conference officers as well. Onlooking is Daniel's father, Eldon Venasse, a Local 91 member employed at Capital City Transport Yard in Ottawa, Ontario.

ACTIVE IBT LOCALS

ORLANDO, FLORIDA

Thanks Buddy, For Taking the Time

Everyday, as Teamster men and women drive the highways carrying out their jobs as union drivers, they perform countless unknown and unrecognized acts of courtesy, kindness, accident prevention and emergency assistance.

One anonymous driver in Florida recently took the time to aid a vacationing Minnesota barber, Gary Bergland, who just happened to have as a customer a Teamster Local 544 shop steward.

Bergland, through that steward, asked *International Teamster* to pass along his "special thanks" to that kind individual.

"My wife and I, with our three children, were vacationing in Florida in late July, 1980," he writes. "We were traveling on Highway 4A between Orlando and Disneyworld when we were stopped by a trucker and told that one of the doors on our 1975 white Nova was not completely closed.

"I want to thank this driver for taking the time to be concerned about the safety of me and my family."

Well, Gary, while that concern is par for the course for Teamsters, it's nice to get a little praise once in a while for the thousands of instances where members do get involved or help another motorist.

JACKSONVILLE, FLORIDA

Old-timers Honored, Voters Registered at Local 512

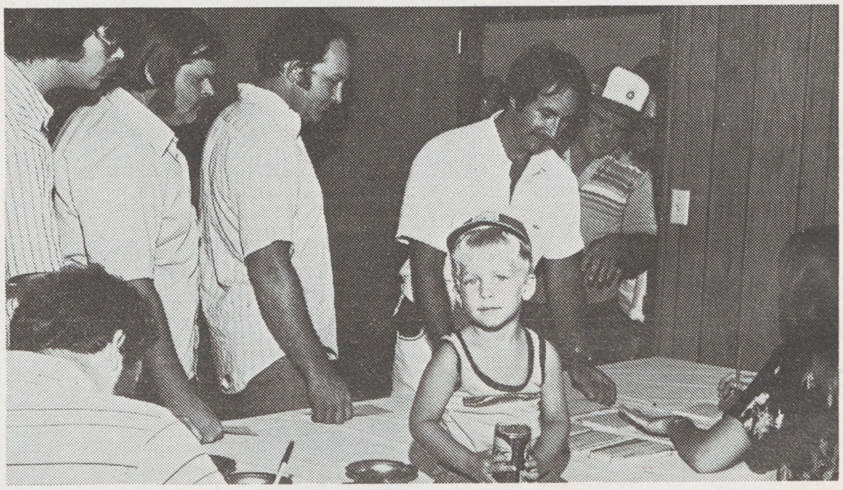
Local 512 of Jacksonville, Fla., recently hosted a jam-packed general membership meeting, during which old-timers from the local were honored, a Voters Registration Day was held, and the local's members were apprised of the impact deregulation legislation is having in their area.

Nearly 600 people, the largest turnout in the local's history, packed the union hall for the meeting. Many other people had to be turned away as the local's parking facilities became overcrowded.

More than 90 retirees were on hand to be honored during the day's program.

The day's greatest success came, however, with the voter registration campaign. A registrar invited to attend the event registered more than 100 previously unregistered voters during the day, before running out of registration forms. It was part of Local 512's program to ensure that every local union member is registered and votes in this election and others to follow.

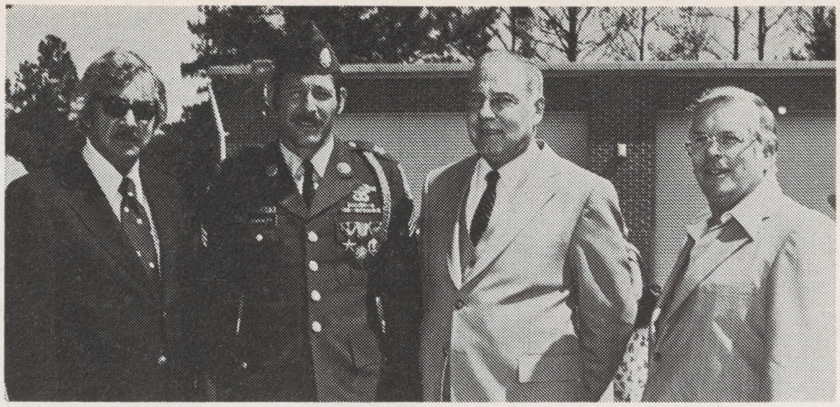
Local 512 officers added at session's end that office staff personnel are planning to become deputized registrars themselves so that all Local 512 members are ensured of being eligible to vote and can express their opinions at the polls in the future.



It's standing room only at Local 512's recent general membership meeting, at which the local's retirees and old-timers were honored. Voter registration tables were packed as Teamsters signed up to participate in the political process. When their own parking facilities ran out, Local 512 tried to accommodate the overflow crowd in parking areas nearby.

JACKSONVILLE, FLORIDA

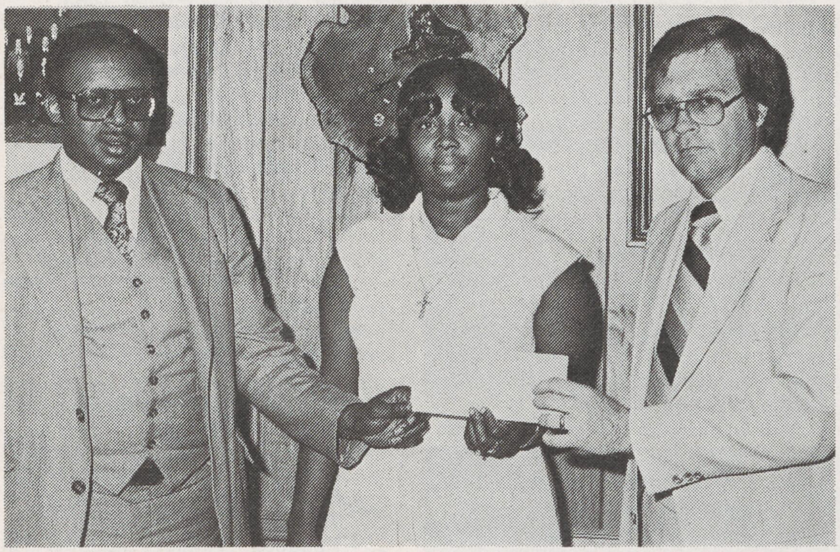
Better Late Than Never, For Fla. Teamster Vet



Teamster Local 512 member Jim Carpenter, Jr., a job steward at United Parcel Service, was recently honored at a special awards ceremony where he received the Bronze Star, the Air Medal and the Purple Heart 10 years after he earned them during the Viet Nam War. It seems Jim's acts of heroism were recorded during the conflict and he received letters stating that he would receive the awards, but he never actually did. Prodded by Congressman Charles Bennett (D-Fla.), whom Florida Teamsters had been lobbying on deregulation and who learned of the situation, the Department of the Army moved recently to acknowledge Carpenter's meritorious service. Here Jim is congratulated after the awards ceremony. From left to right are: Cliff Ray, Local 512 vice president and business agent for UPS; Carpenter; Jim Carpenter, Sr., Jim's father and a business agent with Local 991, and Jack Floyd, secretary-treasurer and business manager of Local 512.

ATLANTA, GEORGIA

A Union Card Spells Protection



When Carson Bass, an employee of Dobbs House, Inc., was unfairly discharged recently, she knew just who to turn to—her Teamster local, Local 528 of Atlanta, Ga. Edward Flournoy, recording secretary and assistant business agent of the local, then processed her grievance to a successful conclusion in arbitration. Here, Flournoy (left) and Jerry Cook, secretary-treasurer of the Atlanta local (right) present Ms. Bass with a check representing more than $6,000.00 in backpay; she also was reinstated to her job with full seniority and all benefits restored.

DETROIT, MICHIGAN

Ground Is Broken For Teamster Medical Center

FUTURE SITE OF THE NEW
TEAMSTER
FAMILY HEALTH CENTER
PROVIDING
MEDICAL, DENTAL & OPTICAL SERVICES
Michigan Conference of Teamsters
A DIRECT BENEFIT
FUTURE SITE OF THE NEW
TEAMSTER FAMILY HEALTH CENTER
OPTICAL SERVICES

Construction of a complete medical center to service 100,000 members of Michigan Teamster Joint Council 43 got under way recently with groundbreaking ceremonies on Trumble Avenue in Detroit. Members participating in the Mich. Conference's health and welfare fund will soon get complete medical, optical and dental care through this and other facilities scattered throughout the state. In this photo, IBT Vice President Robert Holmes (second from left) and Employer Trustee Don Ward (right) handle triphammers to get things started, while Detroit Mayor Coleman Young wields a shovel. Union and employer trustees of the fund and fund manager Chuck Collins are in the background.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

Blue Cross Workers Approve 2nd Teamster Pact

Negotiating committee members shown here are tired but happy after counting the ballots from a mail referendum in which employees of the Health Care Services Corp. (Blue Cross/Blue Shield) overwhelmingly voted to accept their second Teamster agreement, just negotiated by Local 743 officers and their in-plant negotiating committee.

The new three-year agreement provides for wage increases, improved vacations, an additional holiday, a sick pay plan and other gains. It was accepted by a 796-to-433 margin.

On the successful Local 743 negotiating team were, in the front row, from left: Bennie Hardy, Dept. 906; Faye Coleman, 964; Mary Morris, 285; Carolyn Benson, 530; Shirley Jackson, 932; Henry Rodgers, 443, and Emma Lownes, 981. Second row: Annie Cantrell, Dept. 441; Dorothy Olechnowicz, 908; Shirley Anderson, 951; Jasper Johnson, 442; Yvonne Thomas, 962; Nedra Wilson, 907; and Maxine Hicks, 921. Back row: Muriel Carroll, Local 743 business representative; Betty Richardson, Dept. 472; Nina Nunnally, 946; Gwenda Kimbrough, 963; Cheryl Johnson, 867, and Donald Peters, Local 743 president and chairman of the negotiating committee. Not in the photo were negotiators Clarice Bell, Dept. 971, and Madeline Thorpe, Dept. 521.

CHICAGO, ILLINOIS

Every Little Bit Helps!

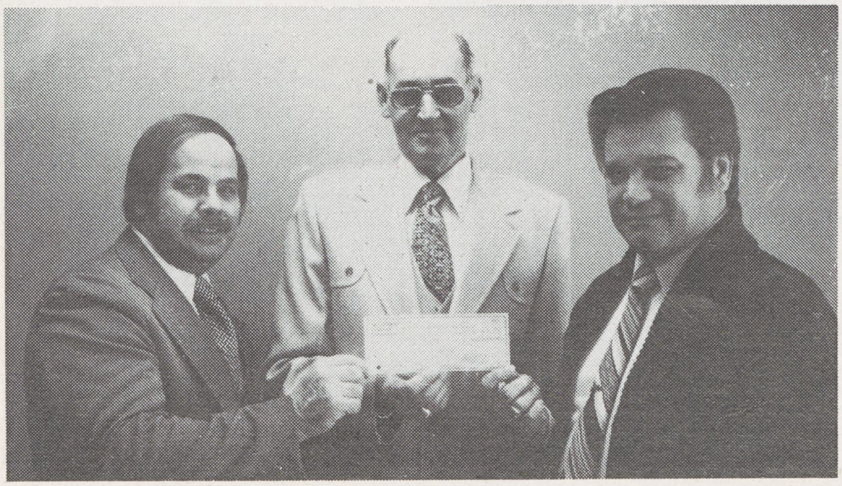
Nothing can help more than money when parents get ready to send their youngsters off to college these days, so we're sure the $500 scholarships recently awarded to 10 children of Local 781 members were extra help that was really appreciated by their parents.

President Joseph Bernstein of Local 781 recently made the award presentations to the winning students.

Altogether Local 781 has helped more than 175 students achieve their educational goals since the program began in 1965.

The winners of this year's awards included:

- Scott Hull, son of Robert Hull, American Cyanimid;
- Jennifer Jordan, daughter of Joseph Jordan, Wilson-Jones;
- Mark Lauber, son of Essex Corp.'s Ernest Lauber;
- Robin Paris, daughter of William Paris, Leaseway Warehouses;
- Yvette Pratcher, daughter of Dorothy Pratcher, Warshawsky & Co;
- Vincent Shadis, son of Frank Shadis, Rheem Mfg. Co.;
- Paul Suchomel, son of Herman Kranzusch, Lake-River Corp.;
- Roman Tamosaitis, son of Vytas Tamosaitis, Walgreen's;
- Rebecca Villate, daughter of Rogelio Villate, Consolidated Royal Chemical, and
- Edna Wong, daughter of John Wong, Cotter & Co.



DAYTON, OHIO

Now That's A Backpay Award!

Teamster Local 957 member James Swisher (center) is shown holding a backpay award check in the amount of $20,000, the result of a grievance pursued in his behalf by his local union against his employer, Huntsman Container Corp. of Troy, Ohio. Shown presenting the Teamster with his check are Homer W. Coomer (left), recording secretary of the Ohio local, and Wendell K. Quillen, secretary-treasurer.

CINCINNATI, OHIO

Ward's Victory A Unified Effort

There's a Teamsters' union label on every catalog house operated by Montgomery Ward and Company, thanks to a hard-fought National Labor Relations Board election for bargaining representation recently waged at the new Ward's mail order facility near Cincinnati, Ohio.

The organizing drive was initiated by the Teamsters' Montgomery Ward Council shortly after the firm's management transferred its mail order activity from the company's home base in Chicago to Cincinnati, jeopardizing the jobs of area Teamsters.

"We were determined to maintain the 25-year record of Teamster representation at all of Ward's catalog houses," said Donald Peters, president of Local 743, Chicago, and chairman of the Teamsters' Montgomery Ward Council.

"All the resources of the Mobil Oil Corporation, which owns Ward's, were put into the campaign against the Teamsters," he added. But "after our experience in Chicago, where hundreds of long-service employees lost their jobs after the announced move to Cincinnati, we realized that the basic issue was job protection.

"The company used every anti-union tactic in its bag of tricks, including the point that Cincinnati employees would get all of the benefits of the negotiations being conducted nationally during the election period," whether or not they joined the union, he noted.

Peters pointed out that three members of the Teamsters' Montgomery Ward Council worked full-time for several months to make the organizing campaign a success. They were Roy Jackson of Local 743, Chicago; Gayle Crawford, Local 838, Kansas City, Mo., and Donald Rognstad, Local 120, St. Paul, Minn.

They faced tough odds, as Jackson noted. "The company continually repeated the message that employees didn't need a union, that management would take care of any problems that would arise," Jackson said. "But we published the facts and figures on all the arbitration cases Teamster locals throughout the country had won against Ward management, most of them involving improper discharges, and that helped turn the tide."

When the final election results were in, it was 283 for the Teamsters and 234 for the company.

Teamster Local 661 of Cincinnati, Ohio, will represent the new members of the Teamsters Union.

GREEN BAY, WISCONSIN

Labor Day Marathon Subsidizes Blood Research

When runners laced up their shoes and began the first annual Robert E. Schlieve Memorial Marathon last Labor Day, they not only were remembering a longtime Teamster Local 563 secretary-treasurer who died last year, but also honored all blue collar workers. Proceeds from the event would help sponsor vital research at the Blood Research Laboratories of Milwaukee City General Hospital.

Marathon Day began with a blue collar workers mass at Silver Lake College in Manitowac, Wisc., at which were gathered many Teamsters and other workers from organized labor, Schlieve's family and friends.

Then, nearly 50 runners assembled at the starting line to begin a grueling nine-mile marathon in scorching late summer heat.

Giving the racers the signal to start was Schlieve's widow, Denver Schlieve, who, with her megaphone, sent them dashing off their marks.

At race's end, a huddled bunch of tired runners watched Mrs. Schlieve present more than $5,500 in proceeds raised by the event to Dr. Anthony V. Pisciotta, for use in blood research.

Fred Gegare, president of Teamster Local 75 in Green Bay, says the Wisconsin locals plan to make the Manitowac Schlieve Marathon an annual event. "We hope next year's event is even bigger and better," he adds.

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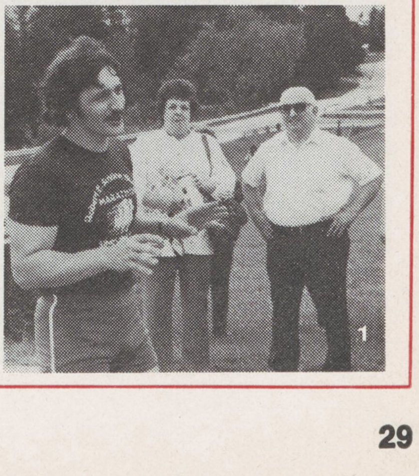
3

1. Local 75 Pres. Fred Gegare welcomes Teamsters to the event.

2. Runners line up for the nine mile marathon and await the starting signal, which was given by Mrs. Denver Schlieve. (Top photo)

3. Here Mrs. Schlieve presents Dr. Anthony V. Pisciotta of Milwaukee County General Hospital, with $5,500 raised by the event for use at the facility's Blood Research Laboratories. To Denver Schlieve's left is Fred Gegare, one of the organizers of the Schlieve Blue Collar Workers Mass/Marathon.



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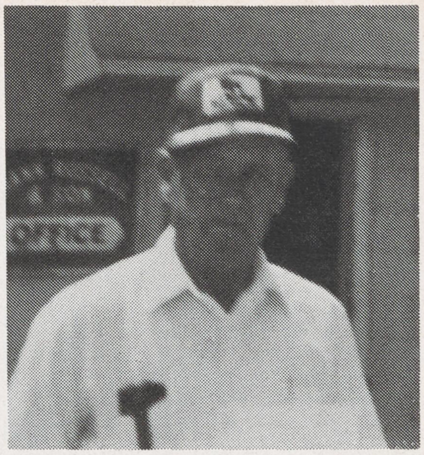
ACTIVE IBT LOCALS

WEST FRANKFORT, ILLINOIS

A First for An Illinois Teamster

Charles Cremeens, a recent retiree of Frank Russell and Sons, has the notable distinction of being the first of the company's employees to be eligible for a Teamster pension. Cremeens is a longtime over-the-road driver and member of Teamster Local 347. Now every month he can look forward to receiving those well-earned pension checks in the mail, as will many of his fellow employees in the years to come.



CHICAGO, ILLINOIS

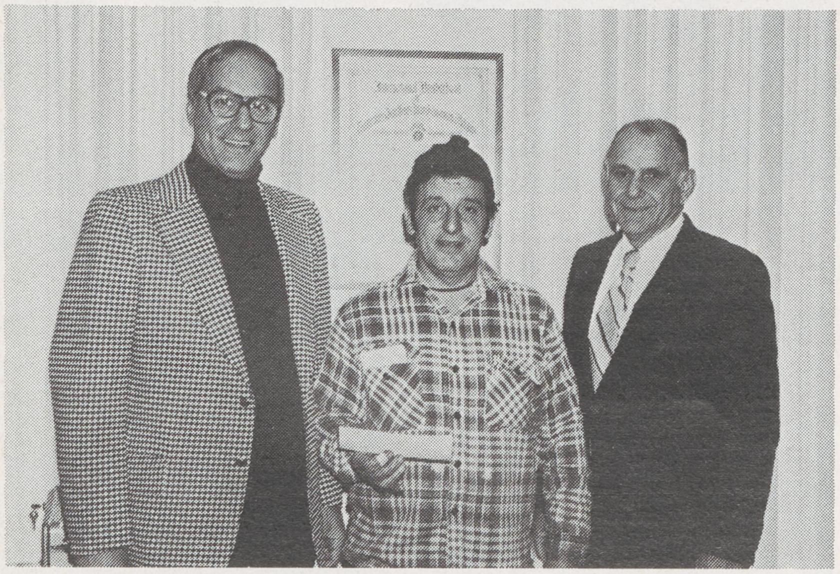
32 Scholarships Awarded by Local 743

Ten Teamsters sons and daughters were the top winners of $1,000 awards made by Local 743 President Donald Peters and his family through the Donald and Evelyn Peters Foundation, in a competition in which 32 Local 743 members' youngsters were awarded college scholarships recently.

Twenty-two other students received awards of $500 each, voted by Local 743's executive board, in the annual competition.

Winners of this year's $500 scholarships included: Sherry L. Archer, George Carrasquilla, Trina J. Davis, Gerald Genovesi, Noreen Goda, Patricia Houston, Edward Howard, Kathryn Hankin, George A. Johnson, Stacy D. Joiner, Sherri Jones, Andrew Jurczyk, Karen Lyp, Charlotte McNutt, Tyrone Montgomery, Steffani Moore, Helen Mui, Anita Petkofski, Marianne Rafa, Hoyt Ryales, Patricia Vergara and Diana P. Werges.

Pictured here are the winners of the $1,000 Peters Foundation grants. The winning students are pictured at Local 743 headquarters. They include, seated from left: Stephanie Wilford, Sherry Brice, Local 743 President Donald Peters, Mrs. Evelyn Peters, Alicia Parker and Shelly Rokowski. Standing, from left: Dale Olson, Antoni Taglialavore, Haniel Roby, Timothy Russell, Peter Munoz and Anthony Testolin. These ten students rated tops overall among all of the Local 743 scholarship competition entrants.



CHICAGO, ILLINOIS

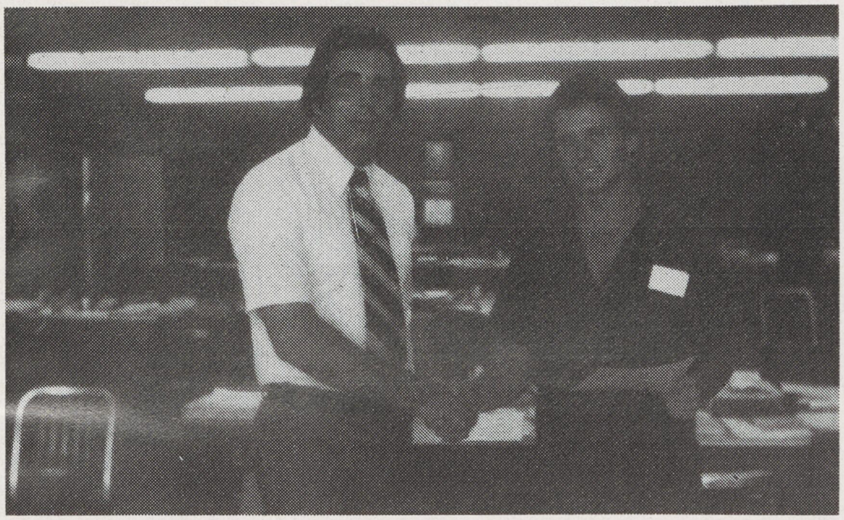
Company Used Worker From Wrong Union

Robert McDonald, a member of Chicago Teamster Local 705 (center), recently was awarded $5,000 in settlement of a grievance which developed when his employer put a member of another union to work in violation of the contract with Local 705 while McDonald was on layoff. Here McDonald is congratulated by Daniel Ligurotis (left), recording secretary of Local 705, and Business Representative Peter Alix, who handled the case for the union.

MILWAUKEE, WISCONSIN

All Those Strikes Really Added Up!

The Milwaukee County Easter Seal Society is $614.04 richer, thanks to a generous donation from bowlers involved in Wisconsin Teamster Joint Council 39's 1980 bowling tournament. The contribution came from donations collected during each of the six weekends the tournament was under way. Here Don Wetzel, director of the tournament and secretary-treasurer of Teamster Local 126, presents the check to Robert Bucholtz, Pabst Brewery executive and president of the Milwaukee Easter Seal Society. Joint Council 39 Secretary-Treasurer James Jesinski (left) added the council's congratulations on the humane endeavor and Bucholtz tendered the Society's warm thanks to "all the Teamster bowlers who contributed to this worthy cause."



LOUISVILLE, KENTUCKY

A Grievance Win At Local 89

Arguing successfully before the United Parcel Service State Panel recently, Teamster Local 89 of Louisville, Ky., was able to have the discharge of Louisville package car driver Todd Cherry reversed and Brother Cherry returned to work. Here Cherry (right) is shown being presented with a $2,000 back-pay check to cover reimbursement for his lost pay days by Local 89 Assistant Business Agent, Tom Trenaman, who handled the Teamster's grievance.

ST. LOUIS, MISSOURI

Local 682's Sansone Honored by State of Israel

Robert C. Sansone, president and business manager of Teamster Local 682, was honored recently by the St. Louis State of Israel Bond Labor-Management Committee at its annual tribute dinner, held October 11. Sansone was chosen to receive the prestigious Israel Solidarity Award at the dinner "in recognition of his many efforts in behalf of freedom and democracy and the fostering of better understanding among peoples," said program co-chairman, John Weber, president of the Fred Weber Construction Company. Here the Teamster is congratulated by, from left to right: Edwin D. Dorsey, president, Teamster St. Louis J.C. 13; Richard Manti, executive secretary of the St. Louis Building and Construction Trades Council; Louise Golman, St. Louis State of Israel Bonds general chairman; Local 682 President Robert Sansone, who was honored at the dinner; Joe Bufalo, Local 682 secretary-treasurer, and John Weber. The four men pictured co-chaired the dinner committee, coordinating the event in Sansone's honor.

CONSUMERS' CORNER

MILLIE CARSON rushed from her kitchen into the living room when she heard a crash and the cries of her daughter. The toddler wasn't hurt, only frightened by the noise from the vase she knocked off a table and broke.

However, Millie forgot about the chicken she'd been frying on the stove and suddenly she smelled smoke and hurried back to the kitchen. Flames were erupting from the frying pan. The oil had caught fire.

Millie filled a pot with water and threw it onto the flaming pan only to have the burning grease splatter onto nearby cabinets and curtains. Soon the fire was everywhere and only a fast call to the fire department confined the blaze to the kitchen.

If Millie had kept an extinguisher for Class B fires (grease and oil) in the kitchen, chances are she could have handled the emergency by herself. As it was, she learned that putting out a fire, even a small one, is not as easy as turning on the tap.

Confronted with fire and forced to respond quickly, many people think only of dousing the flames with water. Unfortunately, in some cases this may only make things worse. Throwing water on grease or chemical fires is ineffective and can spread the blaze. Fire experts agree that prompt use of the proper fire extinguisher can save a lot of grief and lives.

The National Fire Protection Association reports that fires in residential buildings kill approximately 6,600 people every year. Most of these, many of them children, die from smoke and toxic gases rather than the fire itself.

The best rule if fire breaks out is to escape from the home. But some small fires can be rapidly extinguished by using a multi-purpose extinguisher which is good on wood, flammable liquid and electrical fires. In the kitchen, where grease fires may happen, a dry chemical is most effective.

There are four fire hazard classifications—A, B, C, D. Each has its own characteristics, and a substance which may put out a Class A fire may not work on a Class C fire.

Class A fire hazards include common materials such as wood, paper, cloth, rubber and many plastics.

Class B are those fires in liquids and gases, such as oils, gasoline, greases, lacquers, oil base paints, propane, acetlyene and natural gas.

Class C fires involve electrical equipment in operation or just plugged into an outlet. Water should *never* be used on such fires because of the danger of electrical shock.

Class D hazards occur with metals such as magnesium, titalium and potassium. These materials are unlikely to be found in the house and as such most home extinguishers are not designed to handle these industrial-type fire hazards.

Fire extinguishers are classified to handle the corresponding hazards. For example, pressurized water, rated A, should only be used for Class A fires. Some types of extinguishers, though, have multiple classifications and may be used for Class B and C fires, others for Class A, B and C.

Underwriters' Laboratories (UL) also puts its own additional seal on some fire extinguishers which classifies fire extinguishers according to type and size of fire they can put out. For example, the numeral I before the A on its extinguisher label must be able to put out a test fire of 50 pieces of 20-inch-long wood 2x2's. An extinguisher rated 2A must be able to put out a fire twice as big. The numeral I-B-rated model can extinguish 3¼ gallons of naphtha burning in a 2½ square foot pan.

Many dealers recommend dry chemical extinguishers triple rated for Class ABC fires for home use. As one dealer put it, "You don't have to think if you're using the proper extinguisher." Other advantages include less bulkiness than pressurized water and the fact that it is less expensive than comparable CO_2 (carbon dioxide) extinguishers. It's important also to realize that CO_2 extinguishers are not effective on Class A fires, only on B and C types.

The dry chemical ABC extinguishers come in different sizes. It was the consensus of the dealers as well as Consumers Unions, whom we contacted, that the 5 lb. extinguishers are the best bet for home use. The 5 lb. weight refers to the capacity of the cylinder. The extinguishers and contents weigh eight to nine lbs. and are approximately 20 inches by 5 inches, depending on the manufacturer.

The dry chemical extinguisher discharges its 5 lb. content in 8-10 seconds, when full. The extinguisher's container is equipped with a pressure gauge to indicate readiness. According to dealers, unless the extinguisher has been tampered with, or partially discharged, the cylinder should keep its charge indefinitely. Periodic inspection would be wise, though.

Once used, a cylinder should be recharged. Homeowners are cautioned to refill extinguishers as soon after use as possible. Power left in the discharge valve may cause a leak that, in time, can result in the loss of all pressure.

The multi-purpose dry chemical ABC extinguisher with 5 lb. capacity costs between $28 and $35. In contrast, CO_2 extinguishers cost $65 for a 5 lb. charge. Refill figures for the dry chemical extinguisher run from $9-$12.

You may be one of a number of people who already have a fire extinguisher in your home. If so, check to see what kind it is. If it is an inverting type of extinguisher (one which you turn upside down to activate) the National Association of Fire Equipment Distributors recommends that it be replaced.

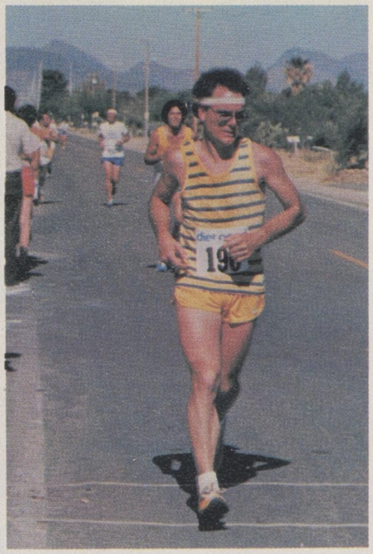
Extinguishers of this type have not been produced since 1971, but many are still in service. NAFED claims there is a 22 percent failure rate with this type of extinguisher. Pressure generated in use can be great enough to buckle the metal casing and cause an explosion.

The names of distributors of fire extinguishers can be found in the yellow pages. Investing in an extinguisher or two for high fire-risk areas such as the kitchen and work shop or garage makes sense. (And can, insurance experts say, result in homeowners' insurance savings to you.)

Remember, though, while small extinguishers can put out small fires, experts urge you to call the fire department immediately if the fire cannot be put out quickly. The safety of your family should always come first; fighting the fire, second.

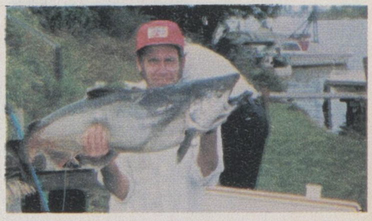
TEAMSTER SPORTS!

Shown here are members of the illustrious Teamster Local 771 softball team, which recently finished its 1980 season in first place of the Hempfield Industrial League in Lancaster, Pa., after taking all six games in playoff competition. In post season competition, the Local 771'ers participated in the West Shore Health Club 2nd Annual Invitational Tournament, managing to snare runner-up trophy honors. Here the team is shown with Local 771 officers Lee Via, Jay McKinney and Harry Himelwright.

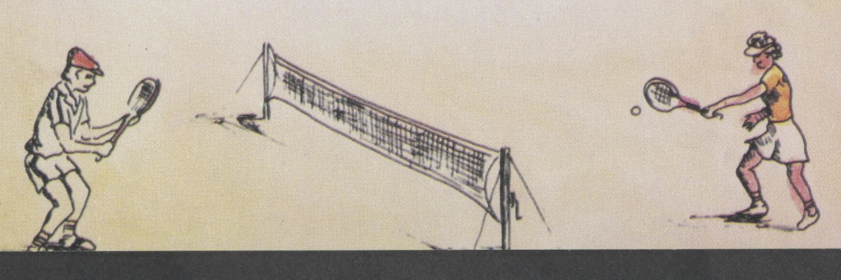


Teamster Local 310 is very proud of member Travis Bott, an employee of the Duval Corporation. The Arizona local was one of Travis' many sponsors for a recent University of Arizona Jog-A-Thon in which he raised more than $800.00 for charity. Bott, who has logged more than 7,000 miles over a 12-year career, loves to run and has helped many other charities including Muscular Dystrophy, the Sunnyside Optimist Club Youth Fund and others with his leg work. He will run in any race, ranging from the 880-yard run to the marathon, as long as when "I do the leg work, they (his sponsors for charity events) will write the checks," the Teamster notes.

Teamster Local 710 member Tim Krakovec seems to have gotten a little confused about the Teamster Sports page. When we said we wanted sports photos, we didn't mean sports your vehicle participated in! Brother Krakovec reports that he recently found out his '79 Jeep CJ-5 does not know how to swim, and here both jeep and owner are looking for a lot of help in getting out of one fine fix (would a life preserver help?). Krakovec, by the way, is employed by United Parcel Service.



Teamster Frank Shaffer of Local 361 in Toledo, Ohio recently caught this king salmon during a fishing trip in Manistee, Mich. The 26-lb. beauty weighed in as the largest catch of the trip and was the first fish other than perch that "Father Time" had ever snagged. Looks like it made some really good eating!



TEAMSTERS CARE!

ELECTION '80

THIS ELECTION COULD MAKE THE DIFFERENCE
IN THE QUALITY OF LIFE
YOU AND YOUR FAMILY ENJOY FOR THE DECADE OF THE '80s.

Do You Need Any Other Reason to Vote?

NOVEMBER 4

A Teamster Vote Could Make the Difference

EXERCISE YOUR CIVIC DUTY BY PARTICIPATING
IN THE SELECTION OF NATIONAL, STATE
AND LOCAL LEADERS AND BY VOICING
YOUR COMMENTS ON ISSUES THAT
CAN AFFECT ALL TEAMSTERS IN THIS
VITAL ELECTION.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE
December 1980

MESSAGE FROM GENERAL PRESIDENT FRANK E. FITZSIMMONS

WE CLOSE out this very active year at the International Brotherhood of Teamsters with another historic first—the founding of the International Teamsters Retiree Association (ITRA).

Last month Teamster retirees from around the country gathered in Washington to forge the beginning of a movement that hopefully will bring all our retirees together in an effort to protect their futures, as well as those of our current active membership.

It was in the spirit of fellowship that this gathering embarked on a new path that ultimately will involve hundreds of thousands of retired Teamsters. It also is in the spirit of the current holiday season that I say it was personally heartwarming to me to see this new Association develop and actually reach the point where today retiree groups are now coordinating their efforts in some 28 states.

In my many years of trade unionism, I have always recognized the strength and vitality of our retirees, who are generally the most active people and work the hardest for the causes of this union.

Together there is no limit to what our retirees can accomplish. They will be involved with a variety of family service activities that can help retired Teamsters in a whole range of other areas—from insurance, health programs and pensions to Social Security, housing and social and recreational activities.

I have often said that our retirees are the backbone of this proud organization. Many have witnessed the growth of collective bargaining in America and know what it is like to secure union recognition in the workplace.

They have the ability and the concern to make things happen. They can safeguard and advance the rights and interests of all retirees through political, educational and community activities.

Areas like consumer protection and family service concerns underscore the need for a strong retiree foundation. From this point, our retirees will be united to help one another and to help fellow Teamsters everywhere; that is part of the proud tradition of being a Teamster—people helping people.

Together, Teamster retirees can effectively direct the promise of a better future and a better quality of life for all Teamsters.

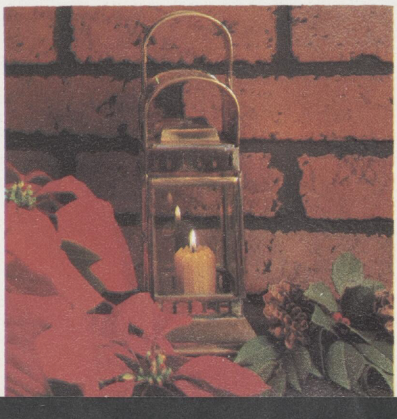
I salute these fine brothers and sisters and congratulate them on their auspicious undertaking. The International Teamsters Retiree Association is certain to become a major force in this union and throughout the land.

In conclusion, I take this opportunity to extend the most sincere season's greetings to all our members and their families. I hope that all of you have the very best of holidays and wish the best for all in the coming new year.

Fraternally,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
General President



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001
(ISSN0020-8892)

Volume 77, No. 12 **December, 1980**

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2

14

18

2 **IBT Hosts Founding Conference of Retiree Division**
More than 100 delegates attended session

5 **At Little City, The Trick Is To Keep Trying**
For 11th year, Teamsters host fund-raiser

6 **From East to West, Teamster Stewards Meet**
They seek to better representation skills

8 **Md. Apprenticeship Program Serves As Model**
Teamster program discussed at national meeting

9 **Teamsters Honored With Americanism Award**
Aeroflot boycott wins praise

10 **Teamsters Look to Reagan for Jobs**
Hope is that he will better the economy

12 **Election 1980 Facts & Figures**
Some election surprises are worth noting

14 **In Ohio, Teamsters Go to the Circus**
Maureen Reagan is honorary ringmaster

15 **Act of Courage: Retiree Ray Rafferty**
A look at the IBT and how things were

18 **A Trip to an Easter Seal Center**
The dollars you donate go for a good cause

Editorial material should be addressed to:
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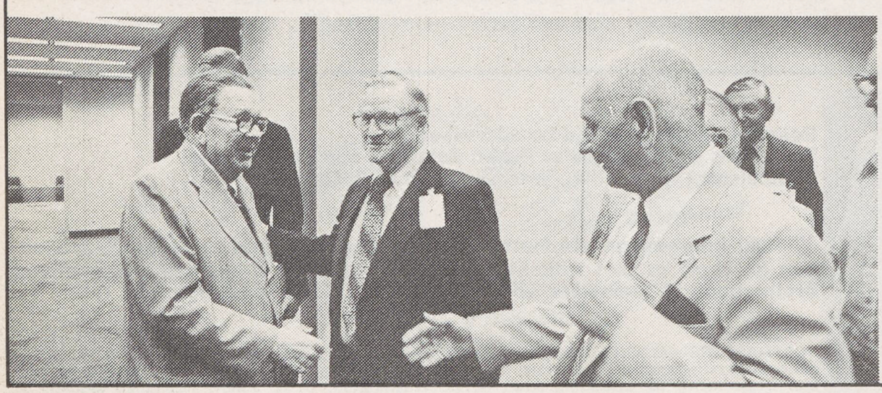
POSTMASTERS—ATTENTION: Change of address on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 25 Louisiana Ave., N. W. Washington, D. C. 20001. Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum $2.50. Single Copies, 25 cents. (All orders payable in advance.)

Teamster Retiree Association Formed At Historic Meeting



Above, General President Fitzsimmons addresses the founding conference of the International Teamsters Retiree Association at a meeting held at International headquarters in Washington. At left, Fitzsimmons greets some old friends among the delegates as he leaves the meeting room. On the facing page, Joe Knight, chairman of the retiree meeting, explains the Teamster retiree club experience in Ohio. Knight spearheaded development of the Ohio Conference prototype for the division, but died recently just after seeing the program implemented nationally.

AN HISTORIC MEETING at the International Union headquarters in late October served as the founding of the International Teamsters Retiree Association (ITRA).

Some 108 delegates from 52 Teamster retiree clubs in 28 states established the ITRA under the chairmanship of Joe Knight, director of the Ohio Conference of Teamsters retiree program.

Tragedy marred the October 27-28 organizational meeting. Knight suffered a stroke when he returned to his office in Cleveland, Ohio, the day following the closing session. He died five days later.

Serving prominent roles at the historic meeting were Teamster General President Frank E. Fitzsimmons, General Secretary-Treasurer Ray Schoessling, and IBT Vice President Jackie Presser of Ohio.

The delegates—proud of a combined Teamster experience of more than 3,000 years—unanimously accorded General President Fitzsimmons the laurel of an honorary presidency of the new ITRA as he appeared to address the opening session.

Fitzsimmons welcomed the former active union members gathered together, as he put it, ''to create a closer fellowship among all retired Teamsters.''

There were many gray heads in the audience as Fitzsimmons declared: ''It is individuals like yourselves who have made this union great. You and I have seen the trials and tribulations of the labor movement . . . to provide collective bargaining and representation for the workers of America and Canada.''

The General President commented that many younger and newer members of the International Union think of the process of gaining rights for workers as something they read about in history.

''But many of us know the pain of hardship and the sweetness derived from securing union recognition in the workplace,'' he said. ''We've been there and we've seen it first-hand.''

Fitzsimmons expressed hope that the newly created ITRA would accomplish a great deal for hundreds of thousands of Teamster retirees and their families. He cited the needs of senior citizens in insurance, health programs, pensions, housing, and social and recreational activities.

''You are in the forefront of a new movement,'' Fitzsimmons told the ex-Teamsters in conclusion. ''You are the first retirees to gather to discuss the futures of your brothers and sisters and what together we can do to provide service and assistance to our retirees.''

General Secretary-Treasurer Schoessling agreed wholeheartedly with Fitzsimmons' remarks. He expressed gratitude to the delegates by saying, ''None of this would be possible without the people attending this meeting.''

Schoessling congratulated the retirees for their willingness to continue ''making great contributions to the welfare of the International Brotherhood of Teamsters and its members past and present, young and old.''

Prior to the appearances of Fitzsimmons and Schoessling, Vice President Presser spoke briefly. He credited the General President with the sole foresight and driving force to inspire establishment of the ITRA.

While thanking the once active Team-

WHAT IS THE OHIO TEAMSTER FAMILY SERVICE DIVISION?
GET FAMILY SERVICE HELP IN ANY OF THESE PROBLEMS
THESE ARE EXTRA BENEFITS FOR TEAMST
SERVICE BUR

sters Union members for coming to the founding convention in Washington, D.C., Presser called the program ''a dream that has finally come true.''

ITRA had its original impetus at the Teamsters Union convention at Las Vegas, Nev., in 1976. That was when the delegates approved a retiree resolution for establishment of a national program in a spirit of recognition and desire to help Teamster retirees of the future as well as of the past and present.

Presser, asked by General President Fitzsimmons to set up a pilot project soon after the convention, discussed the history of the early program in Ohio.

He noted that help was received from the state when Gov. James Rhodes awarded the Ohio Conference of Teamsters a $160,000 discretionary grant to further the program. Joe Knight was placed in charge of the project.

Knight immediately set to work to establish a string of Teamster retiree units in Ohio. By this summer, Ohio's organized retirees totaled 12,000 in 17 clubs scattered across the state.

Meanwhile, trial-and-error helped develop a successful prototype that considered the basic and most crucial needs of retirees. It was also discovered what contributions retirees could and were willing to make to the program.

By the beginning of 1980, it was clear that the prototype was effectively well-defined and could serve as a skeletal model for creation of a national retiree organization. Thus, the historic ITRA conference was scheduled for Washington, D.C.

The 108 delegates, working vigorously under the chairmanship of Knight, spent an entire afternoon approving a constitution and bylaws for ITRA—''a non-profit, unincorporated organization of retired persons.''

ITRA's stated purpose is: ''To form a united front for the preservation of the ideals of trade unionism; to protect, preserve and improve the social and economic status of retirees; to create a closer fellowship between all retired Teamsters; to safeguard, advance and promote the rights and interests of retirees by political, educational and other community activities. . . .''

ITRA's further purpose is to engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social and other activities which further the interests of its membership.

The ITRA will also work closely with other organizations having similar aims and engage in community activities.

The way it is set up, ITRA is *not* an affiliate of the International Brotherhood of Teamsters. The only relationship between the two organizations is that the membership of the ITRA is to be made up of retired Teamsters.

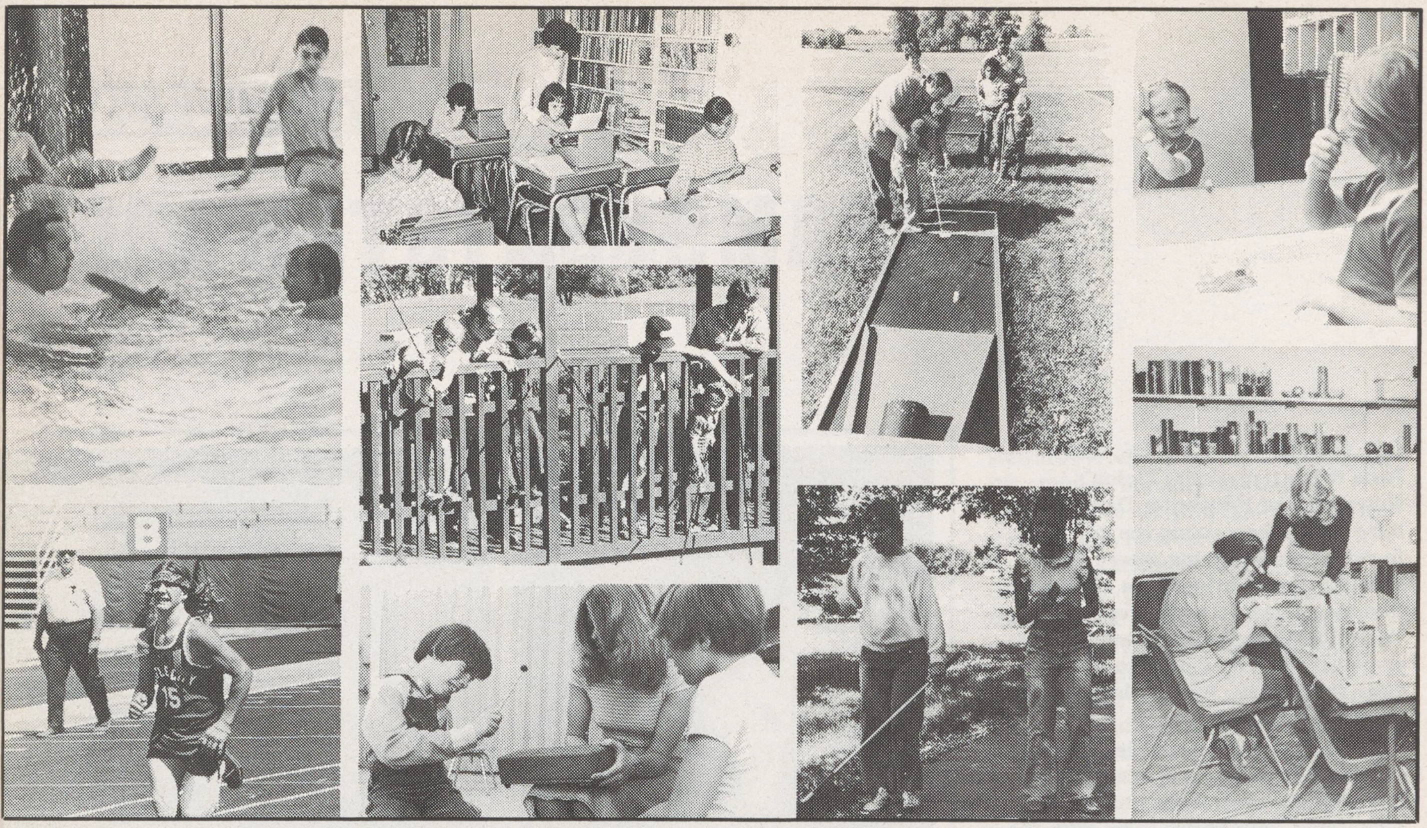
Neither the ITRA or the IBT shall be liable for the actions of the other. They remain separate entities although sharing largely common and mutual goals.

Plans made by the retired Teamsters at their founding convention will go ahead as formulated despite the unfortunate death of Joe Knight: A meeting of the same delegates at Las Vegas, Nev., next June where officers will be elected and an official program will be adopted.

The Ohio Conference of Teamsters, meanwhile, will coordinate the communications of the ITRA membership and maintain the necessary organizational glue until the June, 1981, meeting.

Those desiring further information about the International Teamsters Retiree Assn., should address that organization in care of: Jackie Presser, executive director, Ohio Conference of Teamsters Service Bureau, 2020 Carnegie Ave., Cleveland, Ohio, 44115. The telephone number is (216) 861-1456.

Meeting scenes, clockwise from right top. Teamster retirees were attentive listeners during the 2-day ITRA session; below, General Secretary-Treasurer Ray Schoessling addresses delegates; at bottom right, Vice President Jackie Presser describes the potential achievements possible with the new ITRA program; bottom left, Presser observes as delegates present a resolution to delegates attending the ITRA founding convention, and lastly, of the 108 delegates attending the retiree convention, none were shy about standing up and making a contribution to the proceedings.



AT LITTLE CITY, THE TRICK IS TO KEEP TRYING

AS LITTLE CITY in Palatine, Ill., begins its third decade of service to mentally and physically handicapped youngsters and adults, Teamsters can take pride in knowing that their contributions have helped make Little City's work possible.

As golfers teed off for the 11th annual Frank E. Fitzsimmons Invitational Golf Tournament in mid-October, everyone at the event concentrated on making those birdies, bogeys and hole in ones, but none would have been there in the first place without the Teamsters' interest in Little City's unique program of education and training for the handicapped.

Now 21-years-old, Little City has for the past 11 years been aided by Teamsters through the tournament and donations from Teamster locals and their members around the country. Teamsters have, in fact, contributed nearly $1,375,000 to Little City's coffers during this period.

Little City is one of the Teamsters' favorite charities. We've seen it grow and develop. Today, it is one of the top residential facilities in the country catering to the needs of the handicapped.

To Little City come handicapped youngsters—with both mental and/or physical problems—often as they are leaving their mothers and families for the first time. With love, dedicated instruction, discipline and a well-rounded, well-organized program, Little City helps them learn to care for themselves, to build independent lives, to develop their abilities to the fullest and learn to make their own way in life.

Little City currently houses more than 180 handicapped youngsters. It has opened its Social Habilitation Center to hundreds of other non-resident children who commute to the campus to take advantage of its specialized educational program.

HELPING is what it's all about. Whether it's teaching a youngster the ups and downs of how to brush his teeth or the thrill a blind girl experiences when she learns to find her way from dorm to classroom and back again or the efforts of a mentally retarded boy who struggles to learn basic academic skills—these are the success stories Little City strives for and helps to produce every day.

Maybe they're not gigantic gains by our standards but for the handicapped they represent tremendous strides, not just in ability but of spirit.

And after the youngster has learned the social skills necessary to live and explored his or her academic abilities to the fullest, there's always occupational training to teach the work skills that can make him a valuable addition to society's work force or a productive member of the staff in a sheltered workshop, if that be necessary.

Little City is clearly built on achievements.

The Variety Club—Karyn Kupcinet Community Social Habilitation Center builds on these successes by allowing older and adult handicapped to enjoy a realistic leisure time program. More than 1,000 mentally retarded outpatients benefit from this program on an evening and week-end basis each week.

A just approved project to construct another unit capable of housing 24 more youngsters on the Little City campus is just one more of the exciting innovations that are continually being planned to keep Little City not only growing, but in the vanguard of progress and innovation on behalf of handicapped Americans. Teamsters are proud to be marching at Little City's side.

FROM EAST

TEAMSTER STEWARDS

ON THE ROAD AGAIN, staff from the International Union's Research and Education Department have been crisscrossing the country in recent weeks, going where the stewards are to bring them information about how to better represent the union's membership and offering them the tools they need to successfully straddle the hurdles involved in the grievance process.

In an entertaining, yet informative fashion, the program is designed to acquaint stewards with arbitration techniques, familiarize them with the ground rules involved and help them determine when they have a legitimate grievance from a member and how to proceed with it.

Recently, the IBT staff visited four Teamster locals, where they familiarized stewards with their role as representatives of the workers at their jobsites.

Up at Local 375 in Buffalo, New York, Secretary-Treasurer Charles Piscitello conducted a two-day seminar for his stewards, all of whom were employed in the freight, UPS or miscellaneous industries.

At the session, they worked on their grievance handling skills and learned how to effectively police the contracts protecting themselves and their brother and sister Teamsters.

In Baltimore, Maryland at Local 311, Secretary-Treasurer Robert Cremen conducted a one-day stewards' training program, assisted by chief officers and executive board members of that Maryland local.

Attending this session were stewards from several industries, encompassing petroleum, construction and tank line work. With a hands-on training approach, these stewards learned to master the grievance process by taking potential cases and formulating the strategies and techniques necessary to make and win a case before a grievance panel or arbitrator.

Out in San Jose, California,

Above, Teamster Local 311 officers and stewards during their workshop. On the facing page, top and center: Local 375's class. Below, right, Local 679 cannery workers in session and holding their completion certificates. Below, participants in Local 1111's seminar.

TO WEST

PERFECT THEIR SKILLS

stewards from Local 679 employed in the cannery industry attended a special stewards' program tailored to their unique interests. With Local 679 Secretary-Treasurer James Henry chairing the program, they concentrated on the contract governing cannery workers and its enforcement.

This program was the first developed just for cannery workers by the Research and Education staff. Response to the program was so great that Local 679 currently is considering hosting another so that more of its stewards in this vital California industry can attend.

Teamster personnel also traveled recently to Houston, Texas, where on the University of Houston campus they helped Teamster Local 1111 Secretary-Treasurer Ralph Waymire conduct a seminar for some of his stewards.

Attending were more than a score of stewards from a number of industries, including Pepsi Cola Bottling, several breweries, Lipton Tea and Riviana Foods, Canteen Corp. and several construction related businesses.

As always, these stewards got the chance to take an in-depth look at the grievance process. Armed with background material provided by the International to address any questions they might have, they went back into the field better capable of mediating any dispute that might arise on their jobsite.

The seminar programs have been a two-way educational process. In the course of helping stewards learn better representation techniques, the program itself has been refined to more closely reflect and address the needs of stewards in their day-to-day work.

Together, the Teamsters and their front-line troops, the stewards, are forging an effective bulwark for the defense of the members. And the stewards, it should be pointed out, are volunteering their own time to do it!

MD. TEAMSTER APPRENTICESHIP PROGRAM A MODEL FOR OTHERS

ATTENDING the 16th annual National Transportation Apprenticeship and Training Conference in Rosemont, Ill., recently, Teamster Local 992 Business Agent Racie Sherman reported on the successful apprenticeship program now being conducted by his Hagerstown, Md. local in conjunction with T.I.M.E./D.C., which is currently training workers to become qualified journeymen diesel truck mechanics.

He addressed more than 150 delegates at the national meeting—representing all modes of transportation.

Noting that in some areas of the trucking industry today, there is a severe shortage of qualified journeymen mechanics, Sherman reported that his local, strongly supported by the Eastern Conference of Teamsters and the International Union, was thrown into developing a program after T.I.M.E./D.C. confronted the problem.

Early in 1978, the company initiated a change of operations that made a new terminal constructed in State Line, Pa. the hub for its north/south operations, he told delegates. Included in that complex was a repair and rebuild facility intended to be the company's major maintenance facility for all of its operations east of the Mississippi.

When it came to staffing the facility, however, the company encountered extreme difficulty in finding qualified mechanics. Many of the company's senior maintenance personnel affected by the location change had elected to retire, rather than follow their jobs, and extensive advertising campaigns were failing to attract qualified replacements.

Thus, out of necessity, grew the idea of starting the apprenticeship program to train the new mechanics they needed.

Working together, the company and Teamster Local 992 began formulating their program by first contacting numerous agencies—both governmental and private—for information, guidance and assistance. These included the U.S. Labor Department's Bureau of Apprenticeship and Training, Maryland's State Department of Licensing and Regulation's Division of Labor and Industry, Apprenticeship and Training, the Division of Vocational-Technical Education in Maryland's State Department of Education, Hagerstown, Md. Junior College for the related instructional portion of the program and the State of Maryland's Department of Human Resources Employment Security Division.

With the assistance of these agencies and advice and support from the International Union and Eastern Conference Research Departments, they formulated an apprentice program that "at this time is progressing very well," Sherman advised delegates.

Using the basic principles contained in the National Apprenticeship Standards prepared by the American Trucking Association, Inc. and the International Brotherhood of Teamsters for use in the trucking industry, they were able to formulate a program for diesel truck mechanics compatible with the needs of workers and the terms of the Teamsters' National Master Freight Agreement.

The four-year program currently is divided into eight six-month segments, Sherman told delegates, consisting of some 8,000 hours of shop and a minimum 576 hours of related classroom instruction. This is accomplished under the auspices of the Local Joint Committee which meets every six months to evaluate the progress of apprentices in the program.

"When workers begin the program, their wage scale starts at approximately 65 percent of the journeyman's rate," Sherman noted. "As the apprentice successfully completes each six-month segment, the wage scale increases by five percent."

The State of Maryland cooperates by providing facilities at a local junior college for related instruction and compensates the instructors for their time. "We are fortunate to have the Mack Truck factory in Hagerstown," Sherman noted, "since we have been able to obtain instructors from their engineering staff to teach the classes, which are conducted in the evenings."

In describing the program, Sherman also noted some of the difficulties encountered along the way. Reminding delegates that the program had been born of necessity, Sherman said that early on in the process of selecting apprentices "it became crystal clear to us that the trucking industry today is facing a serious problem regarding fleet maintenance."

More than 300 people initially applied for the program, he told the audience, only 91 of whom could successfully complete the first stage of testing—a mechanical general aptitude test administered by the Maryland State Department of Human Resources.

After extensive interviewing of these 91 people, only 28 were found who demonstrated an acceptable degree of mechanical ability, aptitude, attitude and sincerity to enable them to become successful journeymen mechanics. Today, there are 17 apprentices in the program, the Teamster noted.

Sherman concluded his presentation by urging other motor carriers to consider embarking on similar training programs, not only to provide needed and qualified workers for this specialized industry, but also to reap the other benefits such programs afford.

"The motor truck of today is a very complex piece of equipment," Sherman pointed out, "and our experience at Hagerstown has definitely proved that an apprentice program does not cost, but pays in many ways.

"Highway safety is one example," Sherman noted. "Equipment improperly maintained is a prime subject for accidents resulting in tremendous expenses for court litigations, increased insurance premiums, pain and suffering of injuries, and fatalities.

"Properly maintained equipment will definitely operate at a lower cost per mile as well as provide additional years of service before requiring replacement," Sherman added, before concluding: "It is very difficult to comprehend any industry that would entrust billions of dollars worth of equipment in the hands of less than the best maintenance and mechanics program possible."

The Teamster's remarks were enthusiastically received by those attending the meeting, and were heartily seconded later by IBT Vice President Joseph Trerotola, director of the Eastern Conference of Teamsters, in whose jurisdiction the program operates.

"With the National Trucking Industry Apprenticeship Standards now in existence, which have been agreed to by the International Union and the trucking industry, all our affiliates should know about all the programs that are available to help them, so that they might take advantage of them," he noted. By utilizing similar resources in their own states they, too, might establish effective apprenticeship programs for Teamsters within their own areas.

Here, William F. Genoese, secretary-treasurer of Teamster N.Y. Local 732, speaks to thousands of American Legion and Legion Auxiliary delegates after accepting an Americanism award on behalf of the IBT from Mrs. Agnes Kennedy, president of the Auxiliary. The union was honored for its successful boycott of the Soviet airline Aeroflot after the Russian invasion of Afghanistan. Teamster pressure forced Aeroflot to drop all its scheduled service to the United States.

Teamsters Honored with Americanism Award

AN AMERICANISM AWARD for outstanding patriotic service was presented to the Teamsters Union recently at the national convention of the American Legion and its Auxiliary in Boston. The award was for the Teamsters' successful boycott of Aeroflot, the Russian airline, which was forced to discontinue regular service to this country.

Mrs. Agnes Kennedy, president of the Auxiliary, made the presentation to William F. Genoese, secretary-treasurer of Teamster Local 732, who accepted on behalf of the International.

The Aeroflot boycott was organized by the Teamsters after the Soviet invasion of Afghanistan. "Americans were tired of getting pushed around all over the world," Genoese recalls. "We did what any other patriotic group would have done. The difference between us and other groups was that we had the vehicle to accomplish something."

Local 732 represents clerical, cargo and other employees of Pan American World Airways. Aeroflot used the Pan Am terminal at Kennedy International Airport. By refusing to provide any services for Aeroflot, the Teamsters forced the Russian airline to discontinue regular flights to New York and Washington.

The Legion and its Auxiliary represent millions of veterans and their wives and other dependents. A spokesman for the organization said the Teamsters had given the entire country a lift at a time when national morale was lower than ever before.

Genoese notes that the Teamsters' Aeroflot boycott continues even now at both JFK Airport in New York and Dulles International Airport outside Washington, D.C.

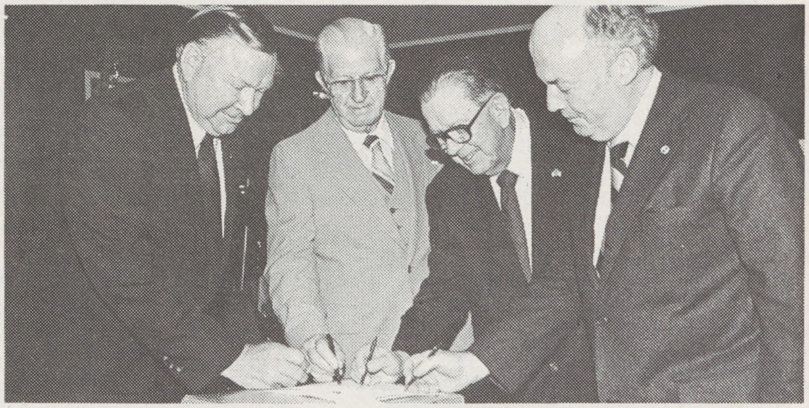
Auto Transporters COLA Increase Takes Effect Dec. 1

Teamster members working under the National Automobile Transporters National Agreement are due cost-of-living increases, as stipulated by that contract, on December 1, 1980.

Members working under the hourly rate will receive a 49¢ per hour increase. Those working under a mileage rate will receive either 2.450¢ (24.5 mills) per mile for loaded mile, 1.225¢ (12.25 mills) per mile for running mile. Flat (zone) rates will increase by 4.9 percent.

As provided by the contract, these increases will be applied to the hourly and mileage rates except where specifically provided otherwise in the supplemental agreements.

Teamsters/Service Employees Sign Mutual Assistance Pact



Officers of the International Brotherhood of Teamsters announced last month that the union has just entered into a No-Raid, Mutual Assistance Pact with the Service Employees International Union.

Under the agreement, signed October 23, 1980, the Teamsters and Service Employees have agreed to work together to "promote harmonious relations and achieve the fullest cooperation" between the two unions, to "encourage mutual aid and assistance and to resolve amicably any disagreements which may exist between the two unions."

Under this agreement, the two unions will refrain from raiding each other's jurisdictional territory, will refrain from intervening in any active organizing or election campaign undertaken by the other union in a previously unorganized unit and will refrain from supporting or assisting any other organization that seeks to replace the other union as the collective bargaining representative.

TEAMSTERS LOOK TO REAGAN

LAST MONTH, in an electoral win that not only was one of the largest landslides in American political history but one that saw the Republican party restored to political power for the first time in 26 years in the U.S. Senate, GOP candidate Ronald Reagan was elected 40th President of the United States.

Officers and members of the International Brotherhood of Teamsters are proud to note that our union was one of the first to endorse President-elect Reagan's bid for the presidency. All our members now wish him well as he assumes that high office.

Conditions in this country which prompted Teamster members to join other American workers nationwide in calling for a new deal for all our citizens are probably more familiar to our members and other workers than to the pollsters and reporters and political pundits. They, even today, are wondering how they could have so badly misjudged a political race they thought would be extremely close, yet which evolved into a landslide move to the political right of historical proportions.

Resurgent inflation, high interest rates and continuing unemployment—these were the overriding considerations in Teamsters' minds as they stood at the polls ready to pull the levers for the candidates of their choice. Workers for months or years have been on the ropes and reeling from seemingly endless rounds of inflation that have left them holding paychecks that certainly won't buy the homes they need today and will barely cover the basic necessities of life. No end seemed in sight for them as election 1980 neared.

Add to that the uneasy fear that U.S. power is on the wane, renewed Soviet adventurism and the continuing plight of American hostages in Iran and you had Americans in search of new national direction, most of whom weren't sure they'd find it with the Reagan administration, but positive that they hadn't found the answers in the last four years of the Carter presidency.

"Together, we are going to do what has to be done," Reagan promised workers on election eve. "We're going to put America back to work again." Millions of Americans, Teamsters among them, believed in that pledge and pray now that he can restore our country's economic stability and get it on a sound footing again.

Reagan won the Presidency with 489 of 538 electoral votes, capturing 44 of 50 states and 51% of the popular vote majority. The former California governor toted up some 43.3 million ballots against about 35 million for Carter. Independent challenger Illinois Republican Congressman John Anderson failed to win a single electoral college vote, but did manage to win seven percent of the popular vote, with 5.6 million ballots.

In the electoral vote tally, Reagan managed to carry 44 of 50 states, leaving incumbent President Carter victories in the District of Columbia and only six other states—Georgia, West Virginia, Rhode Island, Maryland, Hawaii and Vice President Walter Mondale's home state of Minnesota.

For a race that had been touted as a dead heat just hours before the polls opened, the end result was a major surprise.

Carter thus became the first Democrat since Grover Cleveland in 1888 and only the tenth President in all U.S. history to be voted out of the Oval Office.

The massive voter uprising shattered traditional party lines as it carried the Republicans into the White House and the biggest turnabout in three decades did much more than sweep the Democrats out of the Presidency.

By electing Reagan and by replacing old-line liberal lawmakers with more conservative Republicans, voters have taken a turn to the right.

Final returns in the November 4 balloting gave Republicans control of the Senate, eroded the Democratic majority in the House of Representatives, nearly pulled the GOP even in governorships and scored major Republican gains in state legislatures around the country.

Reagan's Republican party added four governorships to its ranks—in Arkansas, Missouri, North Dakota and Washington state.

In the Senate, Republicans picked up 12 seats to gain control, 53 to 46 with one independent. It is the first time in 26 years that the GOP has been the majority party in the upper chamber.

Caught in the midst of the Republican landslide were Democratic senators whose loss of office changed control of the Senate from the Democratic to the Republican aisle for the first time in more than a quarter of a century, including such veteran senators as Birch Bayh, George McGovern, Frank Church, Warren Magnuson and John Culver, among others.

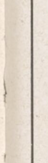
Looking ahead to the 1982 elections, the GOP already is predicting that the Republicans will have an opportunity to increase its majority, with more Democrats than Republicans facing reelection.

Over in the House of Representatives, it's still a democratically controlled body, but Republicans did pick up 33 seats, still short of what they needed to win control. Barring recount figures, as *International Teamster* went to press, the House that convenes next year will have 243 Democrats and 192 Republicans. The GOP is already expressing confidence that it will be able to take over in the House as early as 1982.

What can Teamsters expect from President-elect Reagan? Well, as General President Fitzsimmons said last month in congratulating the former California governor: "The large vote for President-elect Reagan is a mandate to curb inflation, which has been strangling American workers, and to once again put America back to work.

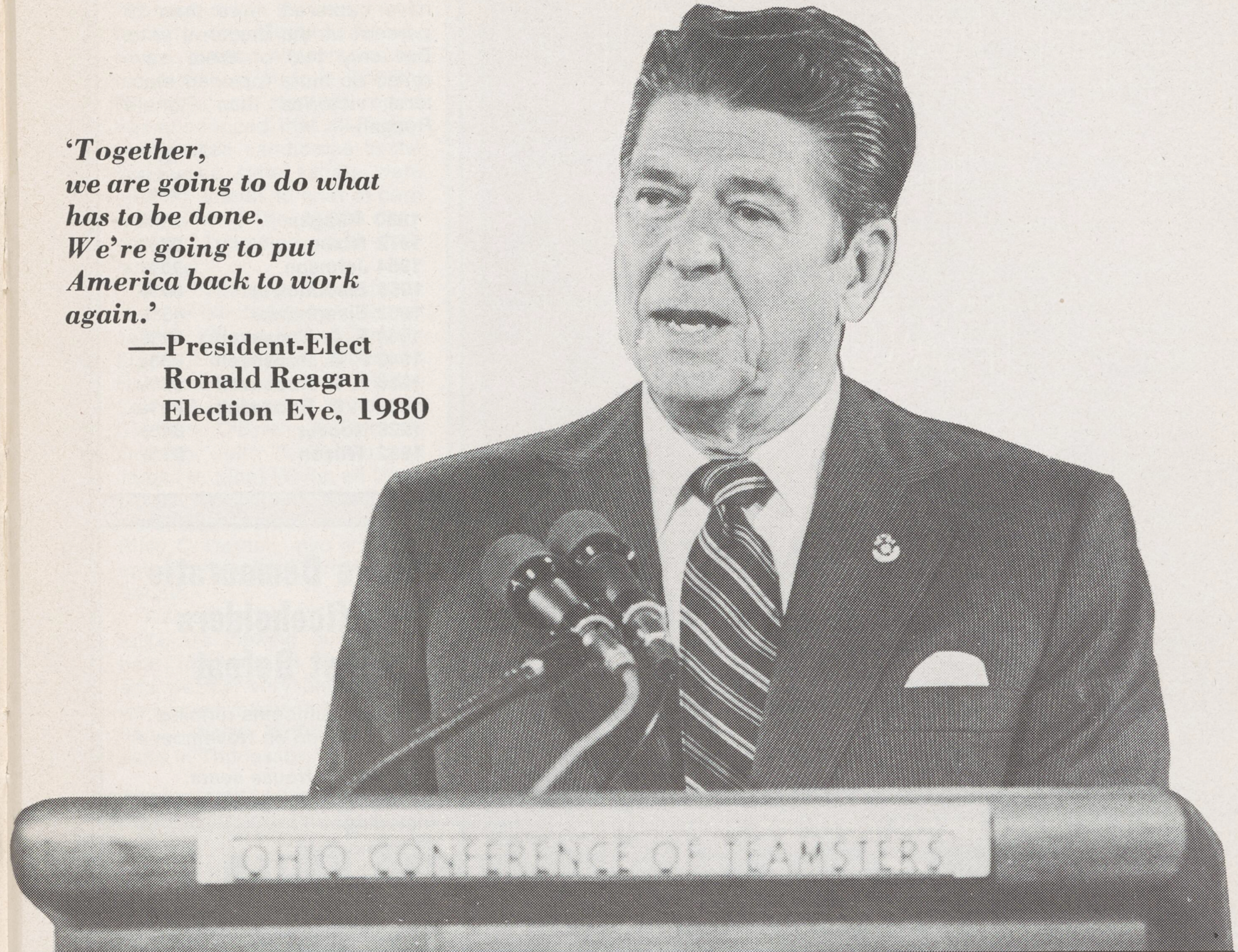
"He has shown throughout the long campaign that he is willing to listen to labor, and we are confident that he will move immediately to restore the economic strength of America in his new Administration," Fitzsimmons said.

If President Reagan can fulfill that mandate—if he can stabilize our economy and make America a place where workers can get by without deprivation or hardship, then he will have fulfilled his pledge to our members.



NTO PUT AMERICA BACK TO WORK

'Together,
we are going to do what
has to be done.
We're going to put
America back to work
again.'
—President-Elect
Ronald Reagan
Election Eve, 1980



PROUD TO BE A TEAMSTER

Above, Governor Reagan as he addressed the Ohio Conference of Teamsters meeting in Columbus, Ohio, in August, 1980. On the dais (seen below his photo) were, from left: IBT V.P. Harold Gibbons; Ohio Cong. Samuel L. Devine (R-12th); William Presser, president, OCT; Ohio Gov. James Rhodes; Reagan; IBT V.P. Jackie Presser, vice president, OCT; Robert Cassidy, secretary-treasurer, OCT, and IBT Vice President Roy Williams, also director of the Central Conference of Teamsters.

ELECTION 1980

FACTS & FIGURES

THE ELECTION '80 LANDSLIDE CAME AS A REAL SHOCK TO A NATION WHICH HAD BEEN LED BY POLLSTERS AND POLITICIANS ALIKE TO EXPECT A MUCH CLOSER CONTEST. BUT WHEN VOTERS WENT INTO THE POLLS, THEY THREW OUT MANY PAST ALLEGIANCES, REJECTED A LOT OF CAMPAIGN PROMISES, AND OVERTHREW THE STATUS QUO, ALL IN SEARCH OF ANSWERS THAT CAN PUT AMERICA BACK ON COURSE. HERE ARE SOME OF THE RESULTS OF THE DECISIONS THEY MADE.

Landslides

Since 1900, 11 Presidents have captured more than 80 percent of the electoral vote. But only two of them have rolled up more lopsided electoral victories than Ronald Reagan—

		Percentage of Electoral Vote
1980	**Reagan**	**91%**
1972	**Nixon**	**97%**
1964	**Johnson**	**90%**
1956	**Eisenhower**	**86%**
1952	**Eisenhower**	**83%**
1944	**F. D. Roosevelt**	**81%**
1940	**F. D. Roosevelt**	**85%**
1936	**F. D. Roosevelt**	**98%**
1932	**F. D. Roosevelt**	**89%**
1928	**Hoover**	**84%**
1912	**Wilson**	**82%**

More Democratic Officeholders Met Defeat

Among incumbents running for re-election on November 4

In races for House seats:
30 incumbents were defeated, including:
27 Democrats
3 Republicans

In races for Senate seats:
9 incumbents were defeated, including:
8 Democrats
1 Republican

In races for governor:
3 incumbents were defeated, all Democrats.

In addition to the 39 members of Congress just defeated, 51 others had announced their retirements at the end of this term, sought other offices or lost primary battles earlier in 1980. One was expelled from the House. This includes 43 House members and 8 senators.

All told, there will be a turnover of 90—73 in the House and 17 in the Senate—when Congress reconvenes next January.

Tennessee Waltz-In Is Democrats' Dance

Tennessee set its own trend, bucking the Republican upsurge. Luther Watson, secretary-treasurer of Joint Council 87, in a post-election report has announced that all Teamster-backed candidates to the Tennessee state senate were elected, thanks to a lot of hard work among the 33,000 Tennessee Teamsters and their families.

The following incumbents were re-elected to new terms: John S. Wilder, Ernest Crouch, Edgar (Ed) Gillock, Milton H. Hamilton, Jr., John T. Hicks, Carl R. Moore, Annabelle Clement O'Brien, William H. Ortwein, John R. Rucker and James H. (Jim) White, all Democrats. In addition, Teamsters were instrumental in sending Riley C. Darnell, also a Democrat, to his first term in the Senate.

Watson stated, "All of these folks are looking out for the best interests of Teamsters, and we feel very pleased that we played a part in their elections—We're battin' a thousand in Tennessee."

How Union Households Voted

(last 20 years)

1960		1972	
Kennedy	65%	McGovern	46%
Nixon	35%	Nixon	54%
		1976	
1964		Carter	63%
Johnson	73%	Ford	36%
Goldwater	27%	McCarthy	1%
		1980	
1968		Carter	47%
Humphrey	56%	Reagan	44%
Nixon	29%	Anderson	7%
Wallace	15%	Others	2%

The Scope of Reagan's Victory

Popular vote:
About 43.3 million, second-largest on record, behind Richard Nixon's 47.2 million in 1972.

Popular-vote percentage:
Nearly 51 percent. In preceding 20 presidential elections, only 6 winners got a smaller share.

Electoral vote:
489 to 49, the third-widest margin in this century.

Plurality:
About 8,300,000, well above Jimmy Carter's margin of 1.7 million in 1976.

With GOP in Power How They'll Fill Top Senate Spots

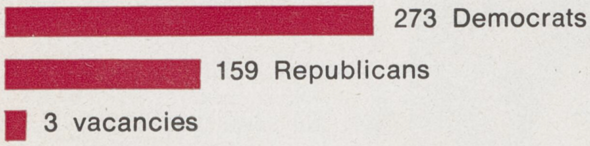
With Republicans in control of the next Senate, there will be many changes in chairmanships of key committees. Here's how those changes are likely to shape up.

Agriculture—Jesse Helms (N.C.)
Appropriations—Mark O. Hatfield (Oreg.)
Armed Services—John Tower (Tex.)
Banking, Housing and Urban Affairs—Jake Garn (Utah)
Budget—Pete Domenici (N.M.)
Commerce, Science and Transportation—Bob Packwood (Oreg.)
Energy and Natural Resources—James McClure (Idaho)
Environmental and Public Works—Robert Stafford (Vt.)
Finance—Bob Dole (Kans.)
Foreign Relations—Charles Percy (Ill.)
Governmental Affairs — William Roth (Del.)
Intelligence — Barry Goldwater (Ariz.)
Judiciary — Strom Thurmond (S.C.)
Labor and Human Resources—Orrin Hatch (Utah)
Small Business—Lowell Weicker (Conn.)
Veterans' Affairs—Alan Simpson (Wyo.)

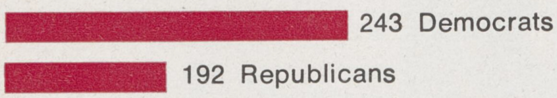
PARTY STRENGTHS IN THE NEW CONGRESS

IN THE HOUSE—

Before Election



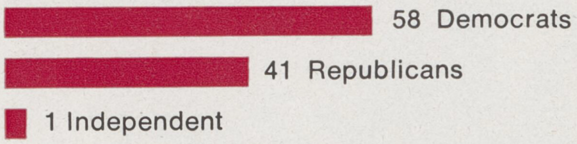
After Election



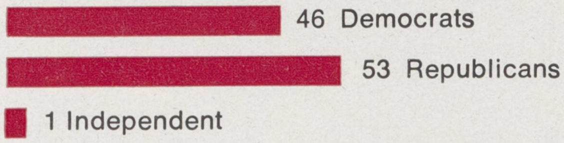
In the House of Representatives, Republicans gained 33 seats, leaving Democrats a margin of 25 more than the 218 required to keep control.

IN THE SENATE—

Before Election

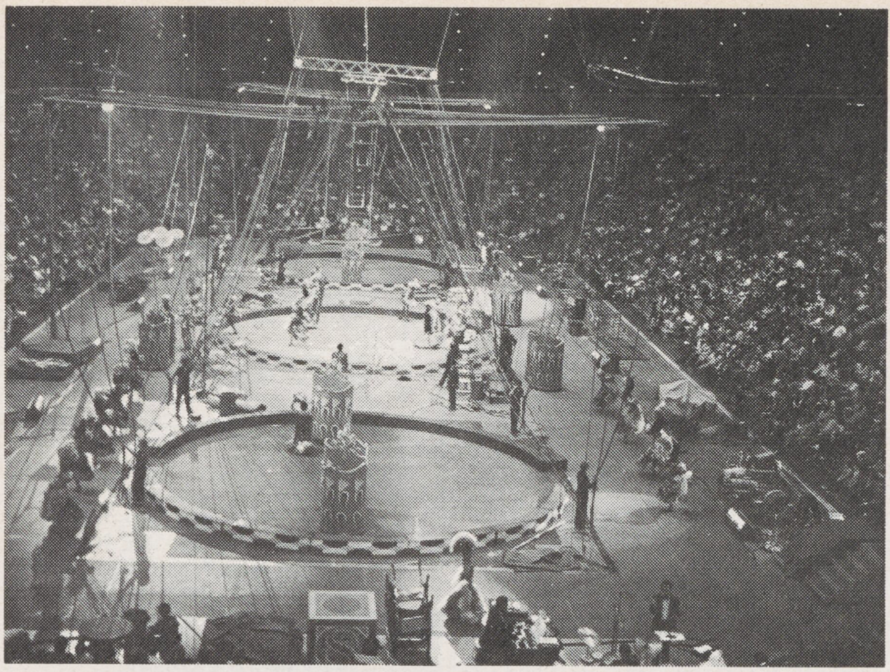


After Election



In the Senate, GOP gained 12 seats, giving it 3 more than the 50 needed for control.

Note: Totals could be changed slightly by absentee ballots, late returns or official canvasses.



IN OHIO

TEAMSTER NIGHT AT THE CIRCUS

WITH the smell of greasepaint in the air and the roar of the crowd in their ears, more than 14,000 people jammed the Richfield, Ohio coliseum October 31 for the fifth annual Teamsters Night at the Circus.

Excitement reigned as Teamsters and their families, joined by more than 5,000 handicapped and needy youngsters and senior citizens, awaited the trumpets that heralded the start of the "greatest show on earth"—the Ringling Bros. and Barnum & Bailey circus extravaganza.

Serving as honorary ringmaster for the event was a surprise guest—Maureen Reagan, daughter of President-elect Ronald Reagan. She was ably assisted by Ringling Bros. Ringmaster Kit Haskett.

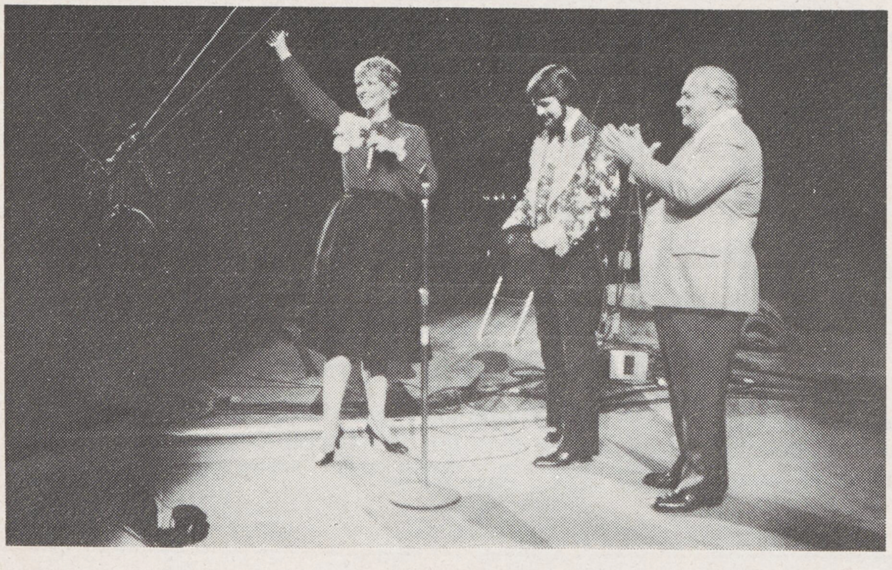
Reagan brought the Teamsters greetings from her father, in the form of a recorded message played at the beginning of the festivities. In it, Reagan greeted Ohio Teamsters and thanked them for the tremendous support he'd received from them.

"As many of you know, my campaign for the presidency of the United States had a very special beginning at your Ohio Conference of Teamsters' meeting in Columbus, Ohio last August," Reagan said in the taped message.

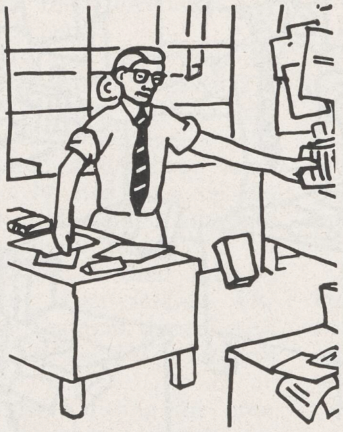
"Since that time I have received such a tremendous welcome from Teamster members everywhere I've traveled in Ohio. I am proud of the Teamster jacket you gave me in Cincinnati. I cannot be with you in person tonight, but I am proud to have my daughter Maureen with you to represent the Reagan family at this family event. . . ."

With that, attention focused on the center ring as Teamsters settled down for several hours of family entertainment, brought to them by the Ohio Conference of Teamsters Sports Committee, Inc., which sponsors the annual event. The fun, thrills and chills delighted young and old alike.

And, although Teamster night now is over for another year, Teamsters have the satisfaction of knowing that proceeds from the evening will continue pouring back into the community, since funds raised by the circus go to help support favorite Teamster charitable causes throughout Ohio.



Joining Honorary Ringmaster Maureen Reagan, daughter of President-elect Ronald Reagan, and Ringling Bros. Ringmaster Kit Haskett in the center ring to begin Teamster Night was IBT Vice President Jackie Presser, who's also secretary-treasurer of the Ohio Conference of Teamsters Sports Committee, Inc.



Act of Courage

Nobody knew what to expect. Ray Rafferty, rate clerk, and the other office employees at the old Delta Motor Lines terminal in New Orleans, Louisiana, were apprehensive about their job security.

It all began when Delta was purchased by Arkansas-Best Motor Freight Lines. Rafferty, a 13-year employee of Delta, understood the merger of the freight companies for what it was: A typical, accordion-like change in the ever-shifting motor carrier industry. Suddenly the people were working for what would come to be known in trucking as ABF.

Rafferty was aware that in this instance, Delta had gone under because it had over-extended. Delta's original operating rights were in Louisiana and Mississippi at the time Rafferty went to work for the company in 1952. Soon, the ambitious Delta ownership purchased Kimball Lines to gain freight rights into Arkansas, Missouri and Illinois.

But it became a case of a big tail wagging a small dog. Delta Motor Lines began to stagger. Delta sold out to Arkansas-Best without warning. The year was 1965 and the expansion resulted in ABF being referred to as a "system."

Rafferty and his co-workers at the New Orleans terminal received an unpleasant introduction to the new ownership. The company sent down a hatchet man from the ABF headquarters in Fort Smith, Arkansas. The man's assignment was to study the terminal office. The aim: Cut expenses and increase efficiency.

The hatchet man called the employees together after a few days. They included Rafferty and one other man in the office, Alan Ashbey, who worked on over, short and damage claims; the remainder of the office workers were women.

The Fort Smith official announced two alterations in the office. The first was simple—private work cubicles would be eliminated and everyone would work in one large room. Simultaneously, he fired three employees. They were unneeded, he said. That left seven workers on the clerical staff.

That night, Ray Rafferty went home and told his wife, Mary, what had happened. Rafferty, 56 years old, hid his fears. He did not belong to a union. He had no job protection.

At his age, Rafferty knew, he would have a terrible time finding another job. It mattered little that he had a good name with shippers as a rate clerk.

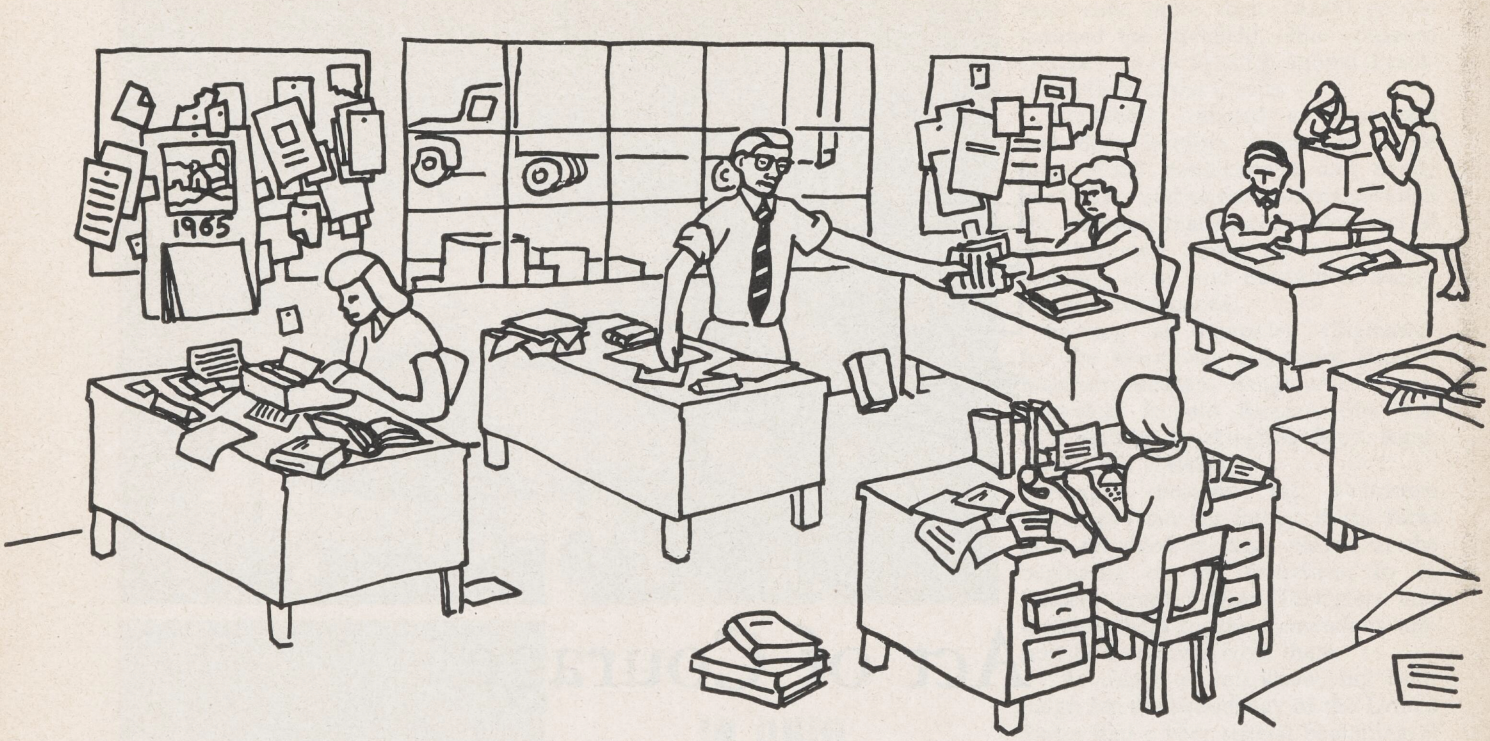
He realized another thing. His co-workers, younger and less experienced, were more vulnerable than he. It was something to worry about.

On reflection, Rafferty thought, ABF probably would not discharge him because of his long tenure and good work. However, there was no guarantee. While he was the only rate clerk in the New Orleans terminal, the company could easily transfer in a new man.

Rafferty and Alan Ashbey began to think along the same lines at the same time. They decided there was only one defense—the Teamsters Union. Fortunately, ABF's drivers out of New Orleans were members of Teamster Local 270. Rafferty and Ashbey contacted the business agent assigned to the drivers.

The business agent set up a Saturday meeting with the union leadership to find out what could be done to help the office workers. Rafferty and Ashbey and most of the women were in attendance.

The meeting was kept secret. One of the women workers was married to an ABF salesman and so not



in a position to show independence for fear her husband might lose his job; she was not asked to attend. A second woman long had mouthed anti-union sentiments; she was told nothing. Union authorization cards were signed by the other five workers.

Somehow the terminal manager learned about the union movement among his office employees. The manager was new, having been brought in as part of the hatchet man's sweep. One by one, the manager called the clerical workers into his office for a Monday morning talk, starting with Ashbey. When Ashbey emerged, he flashed a high-sign to Rafferty—not to worry.

Ray Rafferty went into the manager's office next.

"Joining the union would be a mistake," said the manager amiably. His tone was confidential, as if he and Rafferty were discussing strangers. "ABF is a good company to work for. They take care of their people."

Rafferty replied courteously: "I think the main reason the people are signing is because of this fellow from Fort Smith who made what amounted to a threat and then carried it through. 'There are going to be changes,' he said. Then he fired three people. Everybody is afraid he or she will be let go."

At mid-morning, the business agent from Teamster Local 270 paid a visit to the terminal manager to seek union recognition for the office crew. A few minutes later, the BA came out of the office. He announced to the hushed group of office workers:

"Come on. We're walking out."

THE MOMENT WAS CRITICAL. As the business agent exited through the terminal door, the people sat at their desks and looked at each other for a few seconds. Their silent wonderment was stunning.

Ray Rafferty and his friend, Ashbey, arose as though tied by string. A moment later, they were alone on the sidewalk. The women, frightened, had remained at their desks. There were a few minutes when Rafferty's courage sank desperately as he wondered if he had done the right thing.

Then along came the Local 270 business agent followed by several Teamster truck drivers. They were carrying picket signs. Rafferty and Ashbey grinned happily. They each took a sign and started their oval march in front of the terminal.

By noon, there was little outward change in the situation. Rafferty and Ashbey still were the only workers to have walked out of the office. Rafferty's lunchbox was still on his desk. None of the women had come out.

There was an element of black humor that came to Rafferty's mind. That was when the terminal manager stepped outside to solemnly take photographs of his two miscreant workers marching with their picket signs. Then the manager returned inside without saying a word.

Early in the afternoon, the son of the owner of ABF appeared on the scene. He had been in nearby Natchez, Mississippi, and was told to rush to New Orleans. The son eagerly approached Rafferty and Ashbey, saying, "Why don't you come back in and we'll talk this over?"

Rafferty answered: "There's nothing to talk over. We've signed the Teamster cards."

Ashbey added: "We want to belong to the Teamsters. You'll have to talk to the Teamsters."

The son, heir apparent to a trucking empire, departed soon afterward.

Meanwhile, the late Charlie Winters, president of Teamster Local 270, was exerting telephone pressure on ABF management at Fort Smith with the aid of the Southern Conference of Teamsters.

To the people on the picketline, however, it seemed like a very small and vivid skirmish. Did it, they wondered, concern anyone else in the world?

AT MID-AFTERNOON, the women suddenly came streaming from the office. Shame—aggravated by the emotional harangue of their anti-union colleague—had impressed their consciences.

The women joined Ray Rafferty and Ashbey on the picketline, receiving congratulations from the Local 270 business agent. Everybody was smiling. Still in the office were the anti-union gal and the salesman's wife.

The terminal manager appeared a half-hour later. When he spoke, it was obvious he had been on the telephone to the ABF home office. He said so all could hear: "Come on in. We'll talk about a contract."

The strikers were curiously silent in their jubilant instant of victory. Then everyone began talking. The strikers handed their signs to the Teamster drivers with a word of thanks, then followed the Local 270 business agent into the terminal office.

Rafferty felt especially triumphant during the hour that followed. It had been he who, when trying to persuade the people to favor unionism, had declared: "The union is a good thing. We need it very badly."

Local 270 immediately negotiated a contract for the office crew. Besides wage gains, they won benefits they'd never had before. Things like prescribed work schedules with overtime guarantees, health and welfare coverage, a pension, and the standard Teamster contract protections regarding seniority, grievances, and so forth.

Rafferty and the others ratified the proposal on the spot. They rejoiced together, including the salesman's wife who now could safely make known her pro-union feeling. The anti-union woman, however, quit her job in a huff; she did not want anybody to know she worked in a union shop.

There were no hard feelings following the brief strike. The manager accepted the results as a matter of company policy. It was a new experience for him, too, inasmuch as he hailed from Kansas where there was little public awareness of collective bargaining.

RAFFERTY'S UNION ADVOCACY came naturally to him. His father had been a life-long member of the old Shinglers and Lathers Union in Seattle, Washington, where the son was born in 1909.

When he became 18 years old, young Rafferty found a job. He went to work as a cashier for the Puget Sound Navigation Company at Seattle in 1927. The firm operated the famous Black Ball Ferry Line that plied Puget Sound.

In 1934, Rafferty quit the Black Ball job and went to a wholesale grocery firm in Seattle. There he did all the office work. He left that job two years later to work for the Alaska Steamship Company as a freight clerk on the Seattle waterfront. He was one of the rare Americans who never lost any work during the Great Depression of the 1930's.

Ray Rafferty was drafted into the United States Army three months after Pearl Harbor. Recognizing the draftee's freight office experience, the army put him in the supply service, formerly called the quartermaster corps. He served in Australia and later in New Guinea. He was discharged from the army in September, 1945.

The best thing to happen to Rafferty during the war was that he met his future wife who also worked in the supply service as a member of the Women's Auxiliary Corps. They married in late 1945 and lived in Seattle for two years before moving to Mary Rafferty's home state of Louisiana.

Ray was 40 years old at the time and it was kind of late to be making such a change, he thought. But his wife was homesick. So they went south. He worked for a freight forwarding company. With the arrival of two daughters, Rafferty needed to moonlight. He worked part-time at Delta Motor Freight. In 1952, he became a full-time rate clerk at the New Orleans terminal.

Rafferty retired in 1974 at the age of 65 and began receiving his Central States pension. The Teamster pension, along with Social Security, plus rent from an upstairs apartment, keeps the family financially comfortable.

In September, 1979, Ray Rafferty suffered a stroke. He was fortunate to lose only the utility of his right arm and right leg. His mind is as alert and active as ever. A very stubborn and determined man in many ways, today he is slowly overcoming his physical handicaps with exercise, therapy and medication.

* * *

WHAT BROUGHT A LUMP *to the throat of Ernest Raymond Rafferty following his stroke was when, during convalescence, his two small granddaughters came to where he sat in a chair and, as they explained most seriously, kissed his immobile arm "to make it well."*

All in all, Rafferty will tell you that he leads a good life with the help of his wife and his daughters. Both girls completed college training. The unmarried daughter is a certified public accountant.

"Since I retired," said Rafferty recently, "I started writing letters." He wrote to the New Orleans (La.) Times-Picayune, complaining about the newspaper's anti-union policy in its news and editorial columns. He received no reply.

He also wrote to Senator Jesse Helms of North Carolina, saying he thought it was wrong for a United States senator to deliberately engage in union-busting or to seek money from working people to help in such activity. The senator never replied.

One of Rafferty's most satisfying letters was to the governor of Louisiana, David Treen, complaining about the governor's appointment of a well-known anti-union business leader as state secretary of labor. Rafferty compared the action with "putting a fox in the chicken coop." The governor never answered.

Despite the lack of response, Rafferty keeps writing. He has trained himself to sign his signature with his left hand now that the right hand is of no help.

Ray Rafferty feels strongly about the Teamsters Union, in fact, all unionism. He believes, "In many cases, the union is the best thing that ever happens to many people." He adds, "Without the Teamster pension, we'd have only Social Security and the rent from upstairs. We have no financial worries . . ."

Rafferty has a thoughtful definition of the practical meaning of the word, 'union.' His description:

"A union represents people—people who contribute their efforts and their talents to making the union better and more responsive to the members. The union, in return, provides the people with security, an appropriate amount of money, and other benefits to enable them to live without fear of the future."

WHERE YOUR DOLLARS GO: A

"I send in my donation but what does the Easter Seal Society do with the money they receive?"

FOR THE PAST TWO YEARS the International Brotherhood of Teamsters has been an active sponsor of the annual Easter Seal appeal for funds to help handicapped youngsters across the country and in Canada.

But for many of our members, who perhaps don't have a handicapped youngster themselves, asking where the money goes is a legitimate question.

As the Easter Seal Society embarks on its third year of fund-raising with the Teamsters as an active partner, and as everyone grows more excited about upcoming plans to make this the best Teamsters Easter Seal year, the staff of *International Teamster* this month visited an Easter Seal center so that Teamsters can see for themselves all the good their dollars do, right there in your own communities where they are donated and for the most part stay (97.38 percent of the time to be exact, by the Society's estimate).

Joining us for the visit were IBT Vice President John Cleveland, who's also president of Washington, D.C. Teamster Local 730 and a regular visitor to the center, and IBT Warehouse Division Director John Greeley, who's the Teamsters' liaison with the Easter Seal staff.

At the D.C. Society for Crippled Children's center in Washington, D.C., the Teamster staff learned a lot more about the important work of this and 2,000 related facilities and programs around the country—where services are tailored to specific community needs and are available to people disabled by any cause, with fees based on the client's ability to pay.

While the Easter Seal Society is an umbrella organization that provides rehabilitation services to disabled people of all ages, including clients with muscular dystrophy, cerebral palsy, heart disease, stroke, arthritis, spina bifida and hearing loss, the D.C. Society concentrates most of its efforts on helping youngsters in the community through specialized preschool programs and diagnostic testing.

DAY AT AN EASTER SEAL CENTER

Arriving at the center early one afternoon the first thing we noticed was the extensive (and expensive) array of playground equipment, all of which is specially constructed for use by handicapped youngsters with special emphasis on safety precautions. Here, we learned, handicapped youngsters are encouraged to use the slides, special swings, all kinds of crawling and pulling equipment to play, meanwhile developing muscle strength, stamina and endurance skills.

In addition to this scientifically designed playground, the center boasts five specially equipped classrooms, speech and hearing rooms, a physical and occupational therapy room and custom built laboratories for the children, as well as offices, examining rooms, meeting rooms and a kitchen where the children are served a hot breakfast each morning and lunch each noon.

Learning to chew, drink from a cup, or hold a spoon are not only parts of the learning process for these youngsters, but also a part of their therapy, the staff points out.

A professional and administrative staff of 28, including a staff pediatrician, an educational psychologist, a social worker, special education teachers and speech, occupational and physical therapists cater to the children's needs at the center. Doctors who specialize in orthopedics, cerebral palsy and neurology act as consultants to the Society's clinics.

To the D.C. Society, a "crippled child" includes any child with a mental or physical disorder, including loss of sight, defective speech, emotional disorders, mental retardation, birth injuries, hearing defects, orthopedic defects, learning disabilities and multiple handicaps.

Entering the center you're immediately attracted by the warm environment, with children toddling through the halls, and activity coming at you from every angle. Passing the first classroom, it's a surprise to find infants' cribs and high chairs, especially before you look farther into the room and see a teacher and aide working with babies ranging from several months old to about a year, already beginning to teach them the skills they'll need to adapt to their handicaps.

Proceeding down the corridor, you come to offices where teachers and the facility's director are chatting with visitors—pee wee variety—who've escaped their classrooms to take a saunter around. The feeling in the room tells you this happens all the time and that everyone is having a lot of fun with their little chat.

As the newcomers sit down for a chat, they're immediately confronted by a tiny visitor, no more than two, who comes barreling in behind a tiny walker. Her curiosity got the best of her, an aide tells us. She couldn't stand not to know who these strangers were. Her curiosity is appeased by introductions all around and she goes back to her work.

After a brief orientation, it's on to the classrooms, where the children are busy learning in a variety of ways. From the first room, there exudes the delicious aroma of freshly popped popcorn, which the children are busy touching and playing with. Popcorn, we learn, is an excellent learning tool since it's small and hard to pick up, yet appeals to all the child's senses and is even good to eat, and therefore, becomes its own reward for a job well done. Here the children are busily engaged in working with the corn while an aide and a teacher guide them through some play exercises.

The next room contains a circle of six children singing songs, banging their instruments and swaying with the rhythms of the sounds coming from a record player, as again a teacher and aide combination team encourage their efforts. Here, even the most severely handicapped child is encouraged to join in, is freely accepted for whatever he or she can do, and has a great time while learning much needed coordination skills and appreciation for music.

At the end of the hall is another classroom, where six tiny youngsters—no more than two or three—sit at a table, some playing with small blocks that develop their coordination, others looking at photos of themselves taken earlier in the day and telling each other (and their visitors) just who is whom. Standing at a slant board perched next to the table, one youngster is developing back muscle strength and playing at the same time. Over in the corner, an aide is cuddling another youngster, who's decided he doesn't want to play right now but needs some individual attention.

Bright colors and a vast array of

Elizabeth Taylor Warner, a strong booster of the Washington society's efforts and wife of Virginia Senator John Warner, watches a youngster go through an exercise session.

toys entice the children into games and pastimes that help them learn a variety of skills.

Across the hall is the physical therapy room, with mats on the floor, and all kinds of equipment, from hammock-like hanging swings that infants can use to learn to stand to walking bars and bean bag-like exercise equipment, where the children get their needed therapy and exercise workouts.

Throughout the center, everything is pint-sized, from the tiny toilets in the bathrooms to the wheelchairs and walkers and crutches that allow some of these toddlers to get around.

At the center, the accent is clearly on kids. Teachers (usually with degrees in special education) and classroom aides are all trained to minister to their special needs, while developing their skills and building on their strengths so that by graduation day, they can join the other youngsters in regular school classrooms.

When three o'clock arrives, another surprise is in order, as a platoon of drivers arrives (most of them D.C. firemen off-duty) to one-by-one lovingly load the children back on their buses for the ride home. There's a waiting line for this duty, we are told, and the men who work at the center are very special, cuddling and joking with the youngsters as they make their way out of the building. It's not uncommon for one to sit with a child whose mother is late coming home or even, in the rare instance of an emergency, for one to take a toddler home until the parents arrive, we are told. For these men, it's clearly a labor of love.

The D.C. center runs two classes a day—one in the morning, another in the afternoon—with about 85 children coming to the center on a daily basis. Another 250 children of all ages attend bi-weekly clinics held at the school. To encourage early identification of handicaps (and this includes learning disabilities of all types), the center also helps between 70 and 100 youngsters each year by conducting evaluations to measure the extent of their suspected handicaps.

In addition to helping youngsters in the community, this center also is actively involved as an advocate for the handicapped in the community, especially in the areas of education, transportation and architectural barriers. It's also a center for information and referral, distributing educational materials on home safety, bicycle safety and identification of the needs of the handicapped. Wheelchairs, crutches, walkers and other equipment are available on loan to members of the community as needed.

Certainly they're answering an important need. And this is just ONE of 2,000 Easter Seal agencies nationwide.

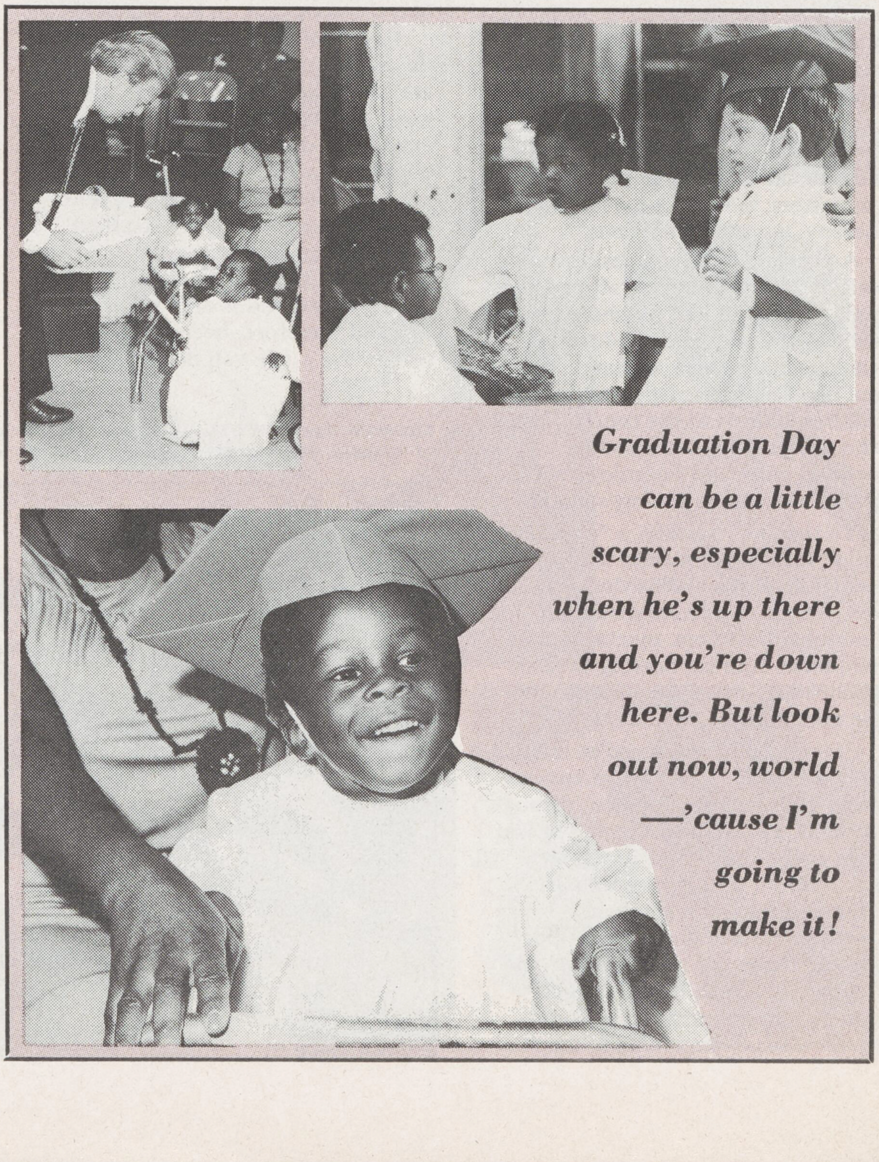
In communities across the country, sister organizations serve similar needs.

Each center (maybe even one in your hometown) serves everyone, but may also specialize as the D.C. Society does. Audiological training and evaluation, physical and occupational therapy, camping and recreation, home and sheltered employment, special education programs, vocational counseling, speech and language therapy, equipment loans, special transportation—these are just some of the areas that are right up the Easter Seal Society's alley.

In areas with a large proportion of elderly residents, the Society may cater to the needs of heart attack, stroke or cardiovascular disease sufferers; elsewhere, such as is the case with D.C.'s suburban neighbor, Montgomery County, Maryland, the needs of the hearing and vision impaired in the community might be of special interest.

To do this work, the Easter Seal Society depends on us. More than half of the D.C. Society's financial support comes from the annual Easter Seal campaign and the donations of area residents to their work. For the rest, they must depend on gifts and bequests, an annual membership drive, investment income, tuition and service fees.

That is why the Easter Seals people are so grateful for the assistance Teamsters have generously offered in recent years. With our support, they are able to do a lot of good for an awful lot of grateful clients. And who knows, but for the grace of God, you could one day find yourself one of those who needs their services.



Graduation Day can be a little scary, especially when he's up there and you're down here. But look out now, world —'cause I'm going to make it!

IBT

SHIELD

SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

International Brotherhood of Teamsters—Department of Safety and Health

LABOR SEEKS TO REVERSE OSHA EXEMPTION

IN ACTION taken before the election recess, the Senate has passed an amendment to the OSHA Act that would exempt small businesses with "safe" records from routine safety inspections.

The amendment, which was added to the ERISA bill, was sponsored by Senator D. L. Boren (D.-Ok.) and other anti-OSHA senators. It would prohibit OSHA from administering or enforcing any standard, duty, regulation or order with respect to any employer of ten or fewer employees in an industrial category which shows an accidental injury lost work day case rate less than the national average, as determined by the Bureau of Labor Statistics.

Under the amendment, OSHA could still investigate suspected "very substantial" accident hazards, inspect following a fatality or hospitalization, or following a worker's complaint.

Reaction to Boren's amendment was strong. Senator Harrison Williams (D.-N.J.), chairman of the Labor and Human Resources Committee, said that the proposal was an "unsound blanket exemption" that should be rejected in concept. He told his Senate colleagues, "that it is far preferable to encourage the parties to work things out themselves . . . but without the possibility of the government inspection, we know that the parties are less willing to try to work things out themselves."

Senator Howard Metzenbaum (D.-Oh.) charged that the Senate was "going rampantly down the road destroying protections that have been enacted into law over a period of years."

Labor Secretary Ray Marshall expressed "deep concern" about the amendment, saying that it would "dilute worker protection under OSHA." He called upon the House of Representatives to reject the measure.

Boren's amendment is very similar in concept to S.2153, a bill introduced by Senator Richard Schweiker earlier this year. The Teamsters Union testified and lobbied against that bill, and was instrumental in bottling the bill up in committee.

When Congress reconvenes, the House will consider the ERISA bill with the Boren amendment. All of labor will try to convince the House to discard Boren's unworkable proposal and vote *for* the safety of America's workers.

IBT COMMENTS ON TRUCK INSURANCE REG. STRESS SAFETY

THE International Brotherhood of Teamsters has filed comments with the Department of Transportation on the new insurance requirements provision of the trucking deregulation law (The Motor Carrier Act of 1980).

The Act provides for minimum levels of financial responsibility to be maintained by all contract, common, and for-hire carriers, to become effective by July 1, 1981. The law requires carriers of general cargo to have $750,000 of liability insurance or its equivalent, with that level rising to $1,000,000 for hazardous materials cartage and $5,000,000 for certain very hazardous cargo, such as radioactive nuclear waste materials.

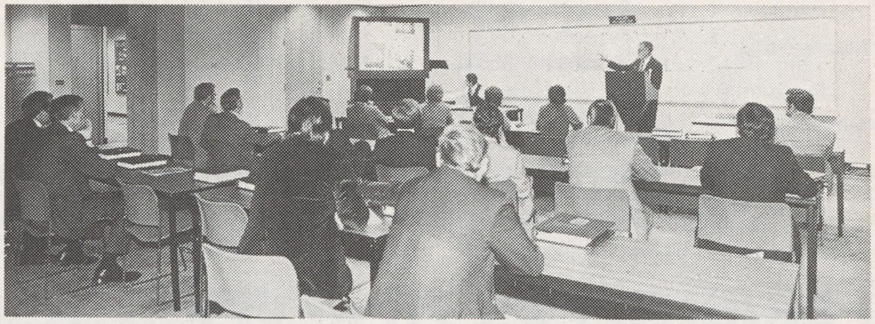
The act instructs the secretary of transportation to carry out the law's provisions, but allows him to adjust the levels of required insurance up or down for certain commodities. The secretary may also provide for a two-year phase-in period if he deems that necessary.

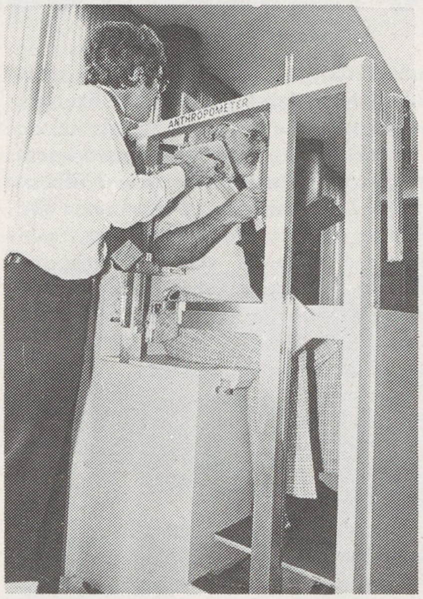
IBT comments to the secretary strenuously pointed out that Congress intended two results from the insurance provision; adequate public protection against accidents involving uninsured or under-insured trucks, and the creation of an incentive for carriers to maintain safe operations in order to reduce insurance rates. If the level of required insurance is reduced or its implementation delayed, neither of these goals will be achieved.

This rulemaking is only in its initial stages, but anyone wishing further information, or desiring to make comment should contact Mr. Gerald Davis or Mr. Gerald Tierney, Federal Highway Administration, 400 Seventh Street, S.W., Washington, D.C. 20590.

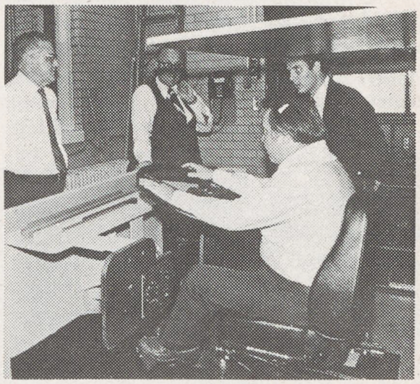
A limited number of IBT comments are available from the International.

TEAMSTERS ARE PART OF PANEL STUDYING HOW TO MAKE TRUCK CABS BETTER





Above, the committee is briefed by GM engineers prior to the tests. Below, a demonstration using a GM truck interior mock-up. At left, tests are conducted with the GM anthropometer.



THE International Brotherhood of Teamsters played host last month to an important committee meeting of the Society of Automotive Engineers (SAE). The "Occupant Dimensional Parameters" committee has the task of establishing minimum recommended performance standards for the interior dimensions of heavy trucks, for use by manufacturers in developing new models and modifying old ones.

Such performance standards have existed for passenger cars for years. However, none have ever been established for heavy trucks. Industry interest in truck cab interior space picked up a great deal when it was discovered that the current National Master Freight Agreement created a union-freight industry committee charged with reviewing the safety aspects of interior cab space and reporting its recommendations to the negotiating committee. The SAE group was formed shortly thereafter.

The SAE committee is composed of representatives of all facets of the trucking industry—carriers, manufacturers, university engineers and other concerned groups. The Teamsters Union is represented by Safety and Health staffer Warren Rheaume. When the most recent meeting was scheduled for Washington, D. C., the IBT immediately offered the use of its headquarters.

The purpose of the meeting was to allow General Motors to demonstrate its "anthropometer," a device for taking accurate, detailed measurements of the human body, and to discuss the possibility of conducting a study to determine whether the professional truck driver population in America is significantly different in body size and weight from the general driving population.

At right, a computer terminal feeds the information to GM's computer for analysis. Below, the SAE committee meets to discuss its findings.

Committee members had 14 separate body measurements taken by trained GM personnel. Then this information was fed by telephone link to a computer in Detroit. Within seconds, a computer printout was back in Washington, telling the measured person exactly how his or her basic body measurements compared with the American population as a whole. Weight was one of the measurements taken, and several committee members were overheard to say that as a result of the computer's findings, they would be skipping lunch!

As the *International Teamster* goes to press, the committee is meeting in Philadelphia to further discuss the feasibility and financing of a truck driver size study. The work of both the National Master Freight Agreement and SAE committees brightens the prospects for roomier, safer cabs in tomorrow's trucks.

ACTIVE IBT LOCALS

SERTOMA CLUB
1978 79

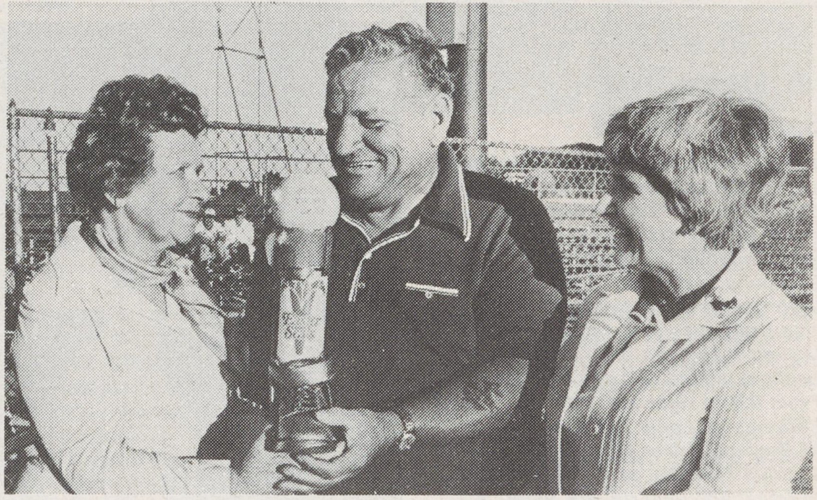
YORK, PENNSYLVANIA

Teamster Praised For Easter Seal Work

Christian Miller, vice president of Teamster Local 430, has for many years been an active fund-raiser for the Easter Seal Society and was recently honored twice for his charitable efforts.

The Teamster has long been a moving force behind the local's annual Truckers Softball Tournament which raises money for the charity. He and other Local 430 members also annually are instrumental in planning and holding an Easter Seal fund-raising dance, which is well attended by York Teamsters. In the 14 years the tournament and dance have been held, the Pennsylvania local has raised more than $40,000 for Easter Seals.

During last year's fund-raising appeal, Local 430 was solidly behind Joint Council 53 and the International Union on behalf of Easter Seals and participated in the telethon in Philadelphia, with Chris manning a VIP phone. During the upcoming 1981 Easter Seal fund drive, Local 430 will undoubtedly be well in the lead once again, proving that Teamsters do, indeed, have a lot of heart.



Above, the Sertoma Club of York recently presented Chris with a "Service to Mankind Award". Here, Chris (who isn't a Sertoma member) receives the award. From left to right are: Blake Bricker, secretary-treasurer of Local 430; Ken Stocker, president of the local, Miller and Dennis Strickler of the Sertoma Club.

The local Easter Seal Society chapter had its own commendation for the Teamster—an award made from a child's old brace painted gold and topped by a softball signed by the Easter Seal staff and children at the center. Here Mrs. Margaret Moul, former Executive Director of the Easter Seal Society, presents that award to Miller as Mrs. Elizabeth Marshall, mayor of the City of York, looks on. This award, one of Chris's most prized possessions, is proudly displayed in Local 430's union hall.

PITTSBURGH, PENNSYLVANIA

Local 609 Wives Form Ladies Auxiliary

Officers of the newly formed Teamster Local 609 Ladies Auxiliary are shown here prior to their induction into office. Seated, left to right, are: Nellie Harris, trustee; Bonitia Kershaw, recording secretary; Zelda Kershaw, president; Babette Fisher, secretary-treasurer; Daisy Maban, trustee. Standing, left to right: Ophelia Daly, Jeannie Myers, Jo Ann Hammond, Hattie Jones, Harriet Casey, Beverly Kershaw and Linda Lawson, all members of the club. Not shown are Auxiliary Vice President Sally Garda and Trustee Dorothy Mitchell.

ACTIVE IBT LOCALS

CROZET, VIRGINIA

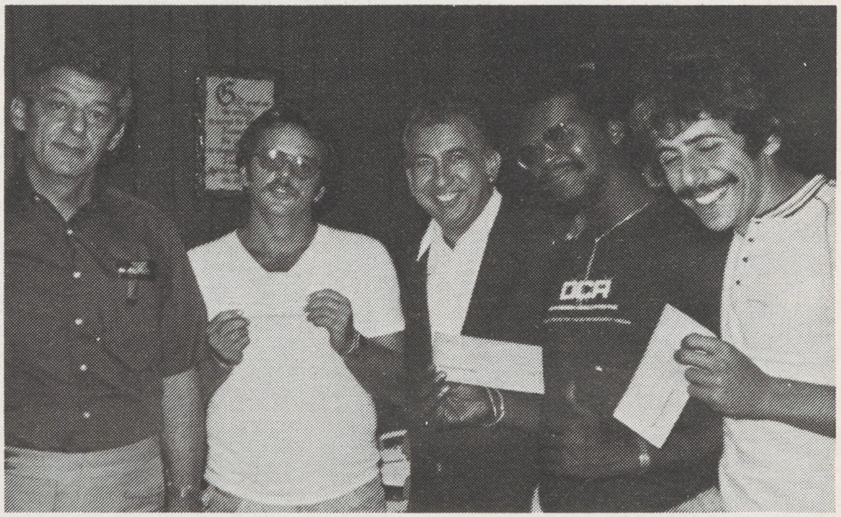
Another Teamster Vet. Steps Down

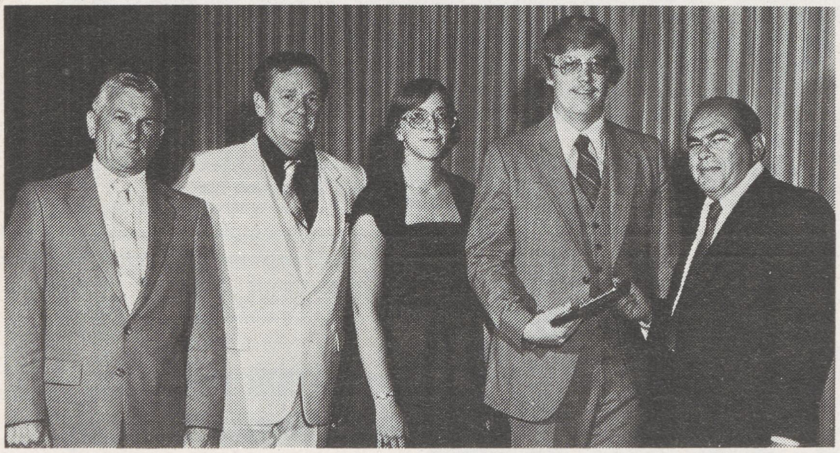
Teamster Local 29 Member Richard L. Green, Jr. here takes one more fond look at the truck cab that's been his home away from home for more than 30 years. Green, a pick-up and delivery driver at Smith's Transfer, recently retired with more than 27 years of safe driving to his credit for the Virginia-based carrier.

ELMHURST, NEW YORK

All Smiles Over Backpay Awards

Three Teamster Local 757 members are all smiles here over backpay checks they've just received as a result of their arbitration against their employer, Breyers Sealtest Company, a division of Kraftco. With the local's assistance, they won their case and were reinstated to their jobs, with each receiving a backpay award of more than $1,000. From left to right are: Vincent Santaniello, Local 757 shop steward at Breyers; driver Libro Santaniello; Charles Fontana, secretary-treasurer of Local 757, and drivers Anthony Hagood and Thomas Santonocita.





PHILADELPHIA, PENNSYLVANIA

Local 107 Awards Scholarships

Teamster Local 107 in Philadelphia recently hosted its second annual scholarship awards dinner, at which two Local 107 members' youngsters were awarded scholarships worth $4,000 each. Shown here are the two college freshmen receiving their awards. From left to right are: Joe Murphy and Jack Smalley, Local 107 business agents and trustees; recipients Colleen Jane Pace and Timothy Banks, and Joseph Cimino, president of Philadelphia Local 107.

REMINDER ON YOUR WITHDRAWAL CARD

Article XVIII, Section 5 of the International Constitution requires that when you leave the craft or if you become unemployed or retire, you must request a withdrawal card from your Local Union. If you do not request a withdrawal card, your Local Union is obliged to issue the withdrawal card after the period of time and subject to the conditions specified in the International Constitution and/or the Local Union Bylaws.

SPRINGFIELD, NEW JERSEY

Another Teamster Joins 'Fly the Flag' Crusade

When Teamster Local 843 member Stanley Branowski sets out to get something done, he's a bulldog until he accomplishes his goal.

Here Branowski (second from left), a Pabst Newark checker, assists Newark Division General Manager E. Ness in raising the American flag over the Pabst Packaging Center on a recently installed flagpole, while Warehouse Manager Thomas Clark and Teamster Local 843 President Frank Sullivan watch.

It was Branowski's idea that Pabst should fly our national colors. In the course of his whirlwind letter-writing and lobbying campaign, he interested Sullivan in his goal. Lending his support to the project, Sullivan finally succeeded in obtaining management backing and approval for the erection of the flagpole.

"Old Glory" now flies daily over the plant, and currently serves as a remembrance of the Americans held captive by Iran.

PHILADELPHIA, PENNSYLVANIA

Teamster Sings of Hostages' Plight

Len Stark, a Teamster produce checker from Philadelphia Local 929, has an interesting avocation in his spare time. He moonlights as a songwriter, publisher and record promoter.

The 39-year Teamster veteran recently turned his attention to the plight of the Americans held hostage in Iran and used his talents to write a song about their dilemma.

Entitled "The American Message to the Hostages," the song is a message of love and encouragement for the captives and their families. Stark says he hopes it will sustain the hostages' morale as they await the day of release and give comfort to their families and other listeners. He wrote it because he wants them to know that all Americans are behind them, have great respect for our country and their suffering, and will not let them down.

On the flip side is a song called "Big Butters," a story about an angler who sets sail in search of fish but catches a mermaid instead. It's a catchy, fun tune that should appeal to everyone in the family.

Stark's record, his first attempt as a vocalist, was recorded on the Melron label.

And as for the Teamsters, this union veteran has only good things to say. "Without a union, you don't have nothing," he says. "The Teamsters not only put the bread on my table, but they kept it there, and after all, that's the name of the game."

JERSEY CITY, NEW JERSEY

Preston Hosts Crabfeast For Top Teamster Drivers

Teamster drivers from the Jersey City terminal of Preston Trucking Co. were lauded recently for their outstanding safety records during a company crabfeast in their honor.

Pictured here are recipients of Million Mile Club awards, each of whom drove in excess of one million miles without a chargeable accident. In the bottom row, from left, are: Ronald West (15 years safe driving); Louis Paladino (23 years); Peter Clemente, shop steward (16 years); and Pat Toscano (13 years). In the second row, from left: Carl Conoscenti, assistant shop steward (13 years); Tom DiLuccio (13 years), who's being presented his award by Local 641 Vice President Jack Spero; Mr. Spero's grandson, Jack; John Mangano (13 years); George Plunkett (21 years), and Tom McGurk, a Local 641 Preston retiree.

ACTIVE IBT LOCALS

SAGINAW, MICHIGAN

Teamsters Dedicate New Health Care Facility

With a ribbon-cutting ceremony to kick things off, Teamster Local 486 recently dedicated its new Teamster Family Health Center, which is located in the Riverfront Medical Center in Saginaw.

The new medical facility represents a "planned effort to improve the quality of delivery and to contain the accelerating costs of the 'fee-for-service' industry," said Neil J. Dalton, secretary-treasurer of the Teamster local and vice president of Michigan Teamster Joint Council 43, at the ceremony.

The center, based on a foundation of preventive and occupational health care, will be providing quality health care at a reasonable price to Teamsters. The program aims to reinstitute the concept of community based health care, improve services to the membership, and control and reduce the escalating costs of medical treatment.

This new center is expected to be capable of "delivering 30 to 40 percent more services at a direct savings of 20 to 40 percent of current expenditures seen in the 'fee-for-service' structure," Dalton noted.

Dr. Harvey Lewis will serve as medical director at the facility, which will have complete staffing and equipment to offer primary medical care, dental, optical and pharmaceutical services to Local 486 members who participate in the Michigan Conference of Teamsters Welfare Fund.

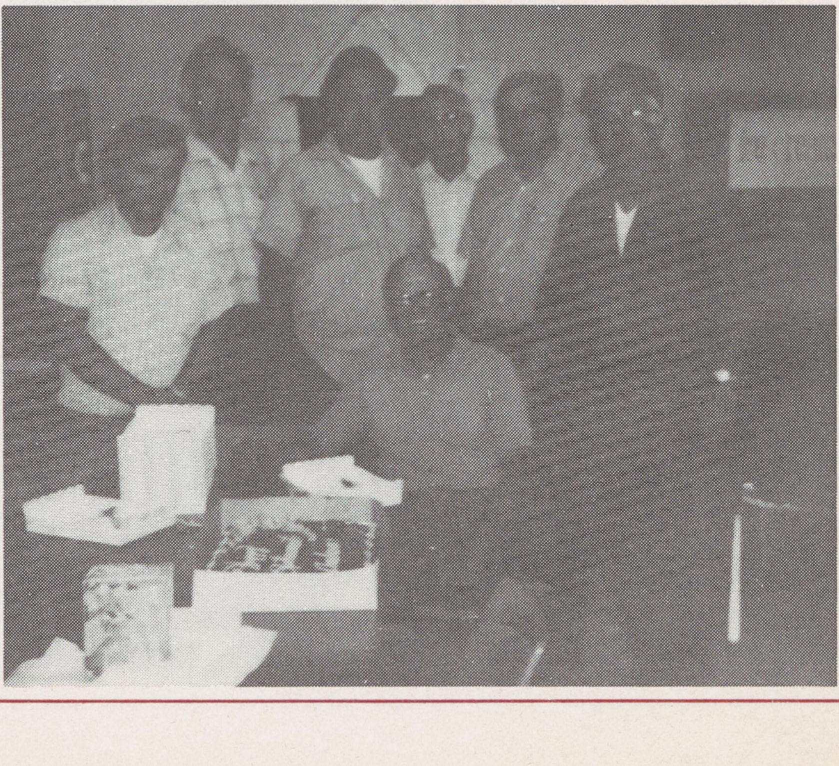
The facility also will be open to members of other unions and people who live in the community as well as Teamsters, and will specialize in community programs for cancer and cardiovascular diseases.

Attending the ribbon-cutting dedication ceremony at the new Teamster Local 486 Health Care Center were, in the front row, from left: C. R. (Bob) Coy, secretary-treasurer of Michigan Teamsters J.C. 43; Rudolf Schmitt, Saginaw Township supervisor; Neil J. Dalton, secretary-treasurer of Local 486 and vice president of Michigan Teamsters J.C. 43; Charles F. Collins, executive secretary of the Michigan Conference of Teamsters Welfare Fund; Dr. Harvey Lewis, medical director, and Dr. William Cushman, administrator. Others at the ribbon-cutting included: Robert Mackey, vice president of Delaware Professional Services, administrator of the Direct Benefit Health Association of Michigan; Roger Towne, president of Combined Professional Services; and Robert Sharon, Health & Welfare and Pension Coordinator for Local 486.

WAUSAU, WISCONSIN

A King of the Road Retires in Wisconsin

When Teamster Local 446 member Ambrose King (seated at center) retired recently after nearly 34 years of driving for American Can Co., his coworkers and office personnel gave him a sentimental goodbye. After his last run to the Ashland plant, they threw a small party, serving coffee and cake in his honor and presenting him with gifts by which to remember them. A week later the company hosted a retirement luncheon in King's honor, attended by many of his friends. The Wisconsin Teamster now looks forward to a lot of bowling and golf, two of his favorite pastimes, subsidized, of course, by his Teamster pension.

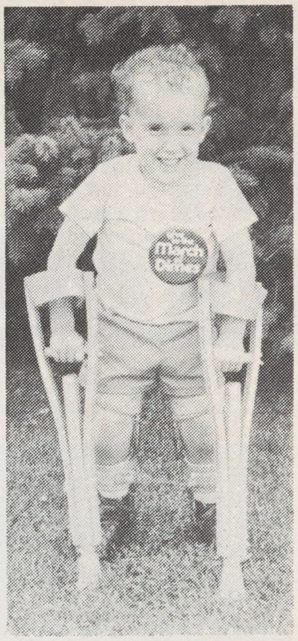


DETROIT, MICHIGAN

You Can't Keep A Good Guy Down!

Teamster Lawrence S. Kraemer, a member of Local 337 and driver for Allied Delivery Systems in Detroit, has every reason to be proud. His son Jason, a dynamic, active four-year-old, was recently chosen the 1980-1981 Oakland County March of Dimes poster child.

Jason was born with Spina Bifida, a disease which causes malformation of the central nervous system of a fetus during early pregnancy. The disease occurs in three out of every 1,000 births and its effects can range from a minor malformation of the spine to serious interference with the spinal cord and impaired nerve function. With modern medical techniques and early treatment, affected youngsters can live full, happy, productive lives.



Our friend Jason doesn't let anything get in his way! "He's come a long way since his birth," says his dad, Larry Kraemer. "We're extremely proud of him."

CHICAGO, ILLINOIS

Teamsters OK New Ward's National Pact

Members of 25 local unions affiliated with the International Brotherhood of Teamsters employed at Montgomery Ward installations around the country recently voted 4,460 to 1,727 to accept a new three-year contract providing for wage increases, improved pensions and other benefits.

The contract was negotiated by the Teamsters' Montgomery Ward Council following rejection of an earlier proposal.

Donald Peters, chairman of the council and president of Teamster Local 743 in Chicago, said acceptance came after a mail referendum among more than 12,500 Ward employees in catalog houses, distribution centers and service facilities covered by the agreement.

Peters noted that the Teamsters recently won bargaining rights at the new Ward's Cincinnati catalog house by a vote of 283 to 234. Most of the mail order activity, which for 100 years was based in Chicago, has been moved to Cincinnati.

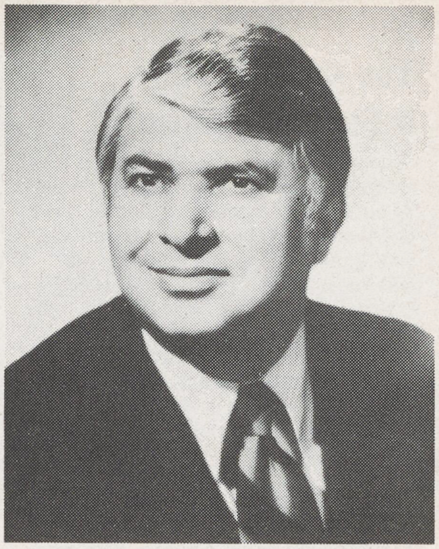
MONTGOMERY WARD
NATIONAL CONTRACT
YES: 4,460
NO: 1,727

Ballots in the Ward's referendum were counted by Local 743 stewards, shown here with representatives of the Teamsters' Montgomery Ward Council. From left to right are: Robert Prewitt, Local 743; Harry Glaus and Jack Lester, Local 206; Kip Lindquist, Local 120; Ann Brown, Local 743; Roy Jackson, Local 743 business representative; Gayle Crawford, Local 838; Jerry Powers, Bernice Pope and Carole Coleman, all from Local 743; Don Rognstad, Local 120; Don Jerome, Local 452; Ken Kelm, Local 590; Jerry Quakenbush, Local 542, Andrew Cannon and Dolores Wilson, Local 743. (At top.) Above is the winning team from the Ward's Council which spearheaded the victorious campaign for election of a bargaining representative among employees at Ward's new mail order and distribution facility in Cincinnati, Ohio. From left are: Roy Jackson, Local 743; Gayle Crawford, Local 838, Kansas City, Mo., and Don Rognstad, Local 120, St. Paul. Workers at the facility are Teamsters now.

ACTIVE IBT LOCALS

CHICAGO, ILLINOIS

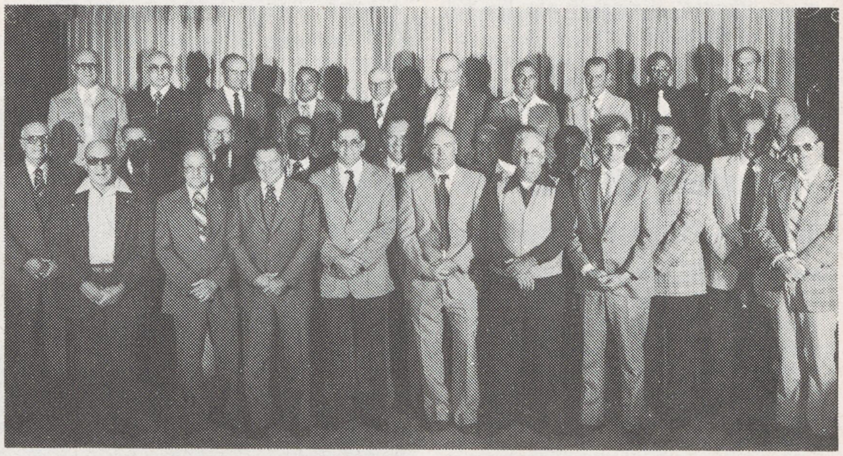
Teamster Named To Business Post



Joseph S. Roth, an operating partner at Chicago's Piser Memorial Chapels and member of Teamster Local 727, was installed recently as president of the Jewish Funeral Directors of America. In this post, he will preside over all association activities in the U.S. and Canada during 1981, which include setting professional standards and procedures for the industry and sponsoring training and educational programs, among other activities. Roth, with Piser Chapels since 1952, also holds a number of other civic, church and community posts.

ROCK ISLAND, ILLINOIS

Teamsters Lauded At Awards Dinner



Fifty million accident-free miles have been driven by this outstanding group of Teamster Local 371 members, all employed by Eagles-Lucky Stores, Inc., midwestern division.

The skilled Teamster drivers were honored for their accomplishment by their employer recently at a banquet in their honor, at which safety awards were presented. From left to right in the front row are: Vic Meyers, Wally Steed, Grover Langfeldt, Fred Fuller, Dick Gentry, Henry Winters, Willis Potratz and Arlo Vaught; second row, left to right: John Gibson, Dick Blunk, Wes Davis, Tom Smith, Leonard Williams, Fred Scott, Bob Dhabalt, Claude McCaulley, Walter Hamer and LeRoy Plym; third row, left to right: Pete Atwell, Bob Senneff, Vic Kauzlarich, Bob Davis, Gene Reynolds, Art Whyte, Lewis Bixby, Glen Anderson, Korda Collins and Rodney Hickman.

Arkansas
Driver of the Year PONDER COTTRELL
WHEELING'S

EL DORADO, ARKANSAS

Teamster's Selected Ark. Driver of Year

When Ponder Cottrell, an employee of Wheeling Pipeline, Inc. in El Dorado, Arkansas and member of Teamster Local 568, was recently selected Arkansas Driver of the Year by the Arkansas Bus and Truck Assn., the company wanted everyone to know about it so they hung up a banner proclaiming the Teamster's feat. Cottrell has logged in excess of two million accident-free miles with the company, is a driver trainer and regular long-haul driver. He has numerous letters of commendation in his file attesting to his courtesy and is a true "professional Teamster," says Laird F. Evans, secretary-treasurer of the Teamster's home local.

SOUTHHAVEN, MISSISSIPPI

You Don't Realize How Important They Are Until . . .

*A lot of Teamsters take for granted the excellent health and welfare provisions that have been negotiated for them by their union negotiating committees, **until** they have occasion to use them. A letter recently sent to the International Union expresses eloquently just how valuable an asset such benefits can be.*

Dear Sir and Brother:

When my daughter Teresa was fifteen years of age, she had a brain tumor. She first entered the hospital in February 1978. From that time until her death on December 23, 1979, she had extensive hospital and surgical care.

Our group insurance through the the Teamsters paid a total of $236,197.80 on the hospital and doctor bills. We would like to express our appreciation for these benefits since it enabled us to give Teresa the best medical care available. Without these benefits, it would have caused a tremendous strain on our entire family.

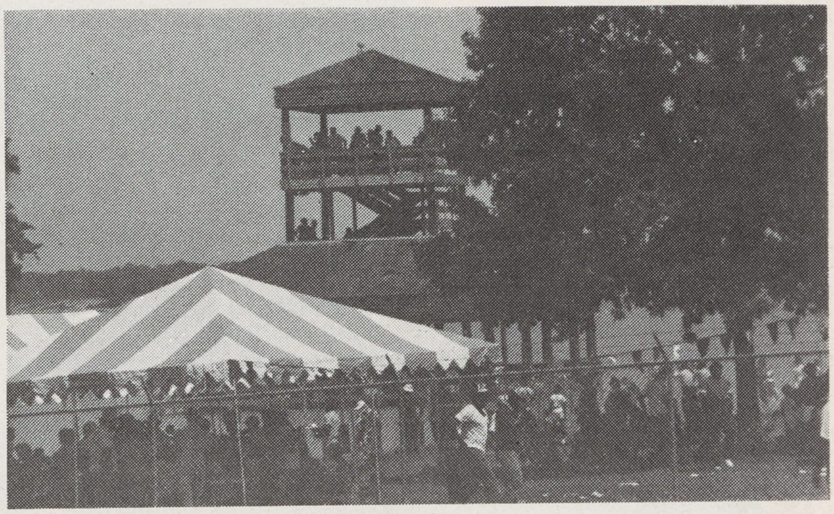
We would also like to express our appreciation for the assistance we received from Teamsters Local 667 in processing our insurance claims.

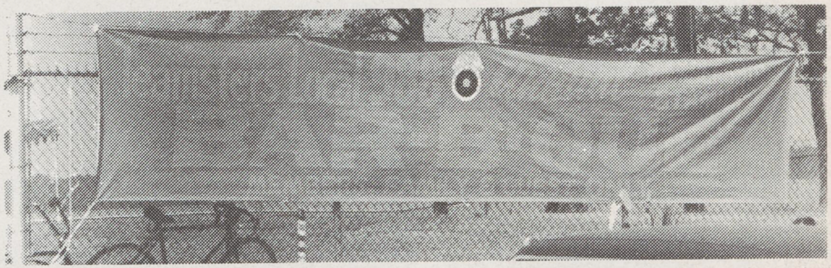
Fraternally yours,

Carl E. Schuetz
Local 667

HOUSTON, TEXAS

Local 988 Hosts 'You-all Come' Barbeque





With all the barbeque and food you could eat, a Dixieland band and a carnival and rides for the children, Teamster Local 988 of Houston, Texas, hosted its annual membership barbeque recently, attended by more than 7,200 Teamster families from the Houston area.

Despite temperatures hovering close to the 106° mark, in the midst of a late-August nationwide heat wave, members thoroughly enjoyed the day of old-time fellowship reminiscent of Labor Day picnics of years past.

All of the cooking, serving and preparation for the outing was accomplished by members of the Texas local. It took many long, hot hours of cooking to prepare enough food to serve nearly 10,000 people. Two days of continuous cooking precede the barbeque each year and this year many of the members gave up one or two days of work to donate their time to see that the cooking and preparations were completed.

A highlight of the day was a special drawing for prizes, including a color television set, radios and Teamster jackets.

Richard Hammond, president of the local union, says the local is already planning for next year's event and with the help of members, will make it even bigger and better. "Local 988 has some of the best members and cooks to be found anywhere!" enthused the Teamster leader.

JACKSON, MISSISSIPPI

Teamster's Daughter A Real Beauty

Sarah Jefcoat, daughter of Teamster Local 891 member and Roadway Express, Inc. road driver Dale B. Jefcoat, is an attractive young lady who recently was crowned "Miss Mississippi Teen" from a field of 72 contestants for the honor. The poised 18-year old, who also won a speech award for her presentation during the competition, later competed for the national title of "Miss Teen" in Albuquerque, N.M.

In addition to being judged on beauty, poise, personality, scholastic and civic achievements during the contest, each participant also had to have at least a B or better grade average and to have done at least 12 hours of volunteer community service work to compete.

Miss Mississippi Teen

ACTIVE IBT LOCALS

PORTLAND, OREGON

Teamster Leader Retires with Big Bash

After Teamster Local 305 Business Agent Frank Kies announced his retirement recently, coworkers at Teamster headquarters decided to give him a great going-away party in appreciation for his years of service to the union.

One of the highlights of the event at the Teamsters Building in Portland, which was attended by the local's members, Kies' fellow officers, family and friends, was the special singing telegram delivered to him at the party, which humorously wished him farewell in style.

Kies, who was executive officer of Teamster Local 499 prior to its merger into Local 305, really appreciated getting together with all those at the affair and now sets off to enjoy a well-earned retirement.

Above, Kies (with balloon) reads the special singing telegram delivered to him at the party, as some fellow Teamsters enjoy the fun.

PORTLAND, OREGON

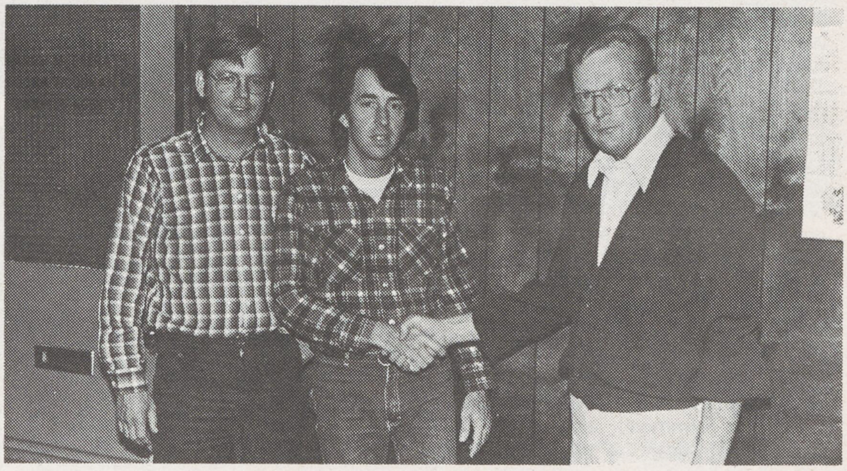
Local 206 Comes To The Rescue

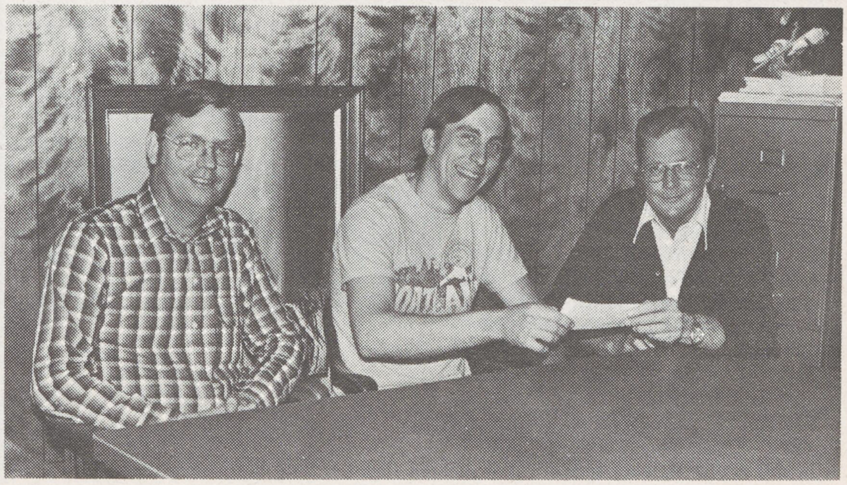
Union members may grouse and grumble from time to time about the dues they pay their local each month, but when it comes to contract time or when confronting a grievance situation, they usually realize how much they get back in return for that couple of bucks when they need it.

These Teamster Local 206 members saw their investments pay off generously recently when their local's officers successfully pursued grievances in arbitration proceedings for them after they'd been unjustly terminated.

Above, Scott Muilenberg (center), a stockman at Cotter & Co., receives a check from Local 206 Secretary-Treasurer Bruce Wilson (right) in the amount of $17,800 as gross backpay for the time he spent off the job, as Business Agent John Woodman looks on. Muilenburg also was reinstated with full seniority and benefits.

Below, Robert Amos, a Cotter & Co. warehouseman, who also won reinstatement with full seniority and benefits after the local went to bat for him, is congratulated by Wilson and Woodman.





SEATTLE, WASHINGTON

Oh, Thank Heaven For the Teamsters!

Dale Johnson, center, a member of Teamster Local 117 in Seattle, will tell anyone who asks it pays to be a Teamster—in his case $6,531.72 worth. Johnson won that amount in an arbitration pursued by his local union after being wrongfully discharged by his employer, the Alaska Copper Company. Presenting the 12-year Teamster veteran with his check are, from left: Arnie Weinmeister, secretary-treasurer of Local 117 and an IBT vice president, Johnson, and Local 117 Business Agents John Toti and Larry Rosberg.

OAKLAND, CALIFORNIA

Local 70's Chuck Mack Is Unionist of Year

More than 600 representatives of the Teamsters Union and other labor organizations were on hand recently to celebrate with Local 70 Secretary-Treasurer and Joint Council 7 Secretary-Treasurer Chuck Mack his recognition as "Unionist of the Year" by the Alameda County AFL-CIO Central Labor Council. Here Council Executive Secretary Dick Groulx presents Mack (left) with the Labor Council award, citing his record of "tireless effort on behalf of working people." Groulx commented: "Unity among our leadership is greater (today) than it has ever been in my 32 years in the labor movement in the Bay Area." Mack also received a copy of a joint resolution enacted by the State Assembly and State Senate, commending his work in the labor field, during the evening.

EUREKA, CALIFORNIA

Teamster Retirees Are Safety-Conscious

Three Teamster Local 137 members from Eureka, Calif., stepped down recently with a total of 80 combined years under their belts.

All three, employed by the Eureka division of Delta Lines, Inc., were honored recently at a retirement dinner attended by fellow Teamsters, at which each received a special plaque of appreciation for his outstanding safety record. While two of the retirees have excellent safety records for their local and city driving, Teamster Mike Bozzoli received special mention. He's credited with more than 2.5 million miles of safe driving.

Here, the three receive congratulations on their retirements. From left are: Dick Crawford, operations manager at Delta; retiring Teamsters Dick Wyman, Mike Bozzoli and Ulysses Davis, and Vern Clark, terminal manager.

CONSUMERS' CORNER

AFTER his third visit to the dealer, Bert Zipher of New York became incensed that his new $8,000 car was not functioning properly. He demanded that the dealer take the car back and he be given another in return. The dealer countered that there was nothing mechanically wrong with the car and that such an exchange was impossible. Threats, insults and talk of lawsuits hurtled back and forth as the blood pressure of both men climbed. Where can Bert or any consumer turn in the event of such an impasse?

The National Automobile Dealers Association (NADA) has developed an outlet for this and other consumer complaints. In a program called AutoCAP (Automotive Consumer Action Program), third party mediation is available in an effort to resolve disputes between consumers and auto dealers. The AutoCAP panel is composed of a like number of consumers and dealers who hear both sides of the argument and propose an equitable solution.

Their decision is not legally binding, but the peer pressure brought to bear on a wayward member of the NADA can be effective. After all, public confidence in a car dealership, and for that matter any business, is good business.

There are 20 such AutoCAPs located throughout the U.S. To find out which one is closest to you, contact the National Automobile Dealers Association, 8400 W. Park Drive, McLean, Va. 22101. The phone number is 703-821-7070. You may also contact your local Chamber of Commerce or Better Business Bureau for an automobile dealers association which sponsors AutoCAP.

Automobile complaints outpace all other consumer-related difficulties, but consumers encounter trouble with many businesses. If you have trouble with any product or service you purchase, there are a number of options you can take.

If your problem involves a local retailer or merchant, call the store manager or, in larger stores, the complaint-handling department.

If the response you receive is unsatisfactory, write a letter describing your problem and go up the chain of command, to the president of the corporation if necessary. If you are still frustrated by a lack of action, other alternatives should be explored. Many large manufacturers have instituted toll-free lines for handling customer complaints. Calling toll-free 1-800-555-1212 will tell you whether the company has a toll-free number.

Many community papers and TV stations have consumer affairs "hot lines" which can aid and advise consumers who feel they have been cheated. Media attention and the threat of public exposure can do wonders when it comes to changing the "attitude" of uncooperative businessmen.

If your community doesn't have a "hot line," or if this tack proves to be ineffective, there are local, state and federal channels which should be used. On the local level, the Better Business Bureau is an effective organization to take a complaint to.

COMPLAINT
DEPT.

If a consumer has problems with a product such as a major appliance and correspondence with the manufacturer has not brought any results, contact the industry's manufacturing association. This may result in some action or advice as to how the problem can be solved. An example of such an organization is the Major Appliance Consumer Action Panel (MACAP). MACAP is located at 20 Wacker Drive, Chicago, Ill. 60606.

Officials in many states are taking greater interest in the plight of consumers. Depending on the state where you live, the district attorney or state attorney's office may have jurisdiction over consumer-related cases and may be able to handle consumer complaints. Some states have separate departments of consumer affairs. If they cannot offer direct help, they will be able to refer you to the proper agency.

The federal level now has agencies which oversee the conduct of specific industries and activities. The old U.S. Office of Consumer Affairs' Consumer Complaint Division is now the Federal Complaint Coordinating Center (FCCC). The FCCC has been set up to coordinate complaint handling at the local, state, and federal levels. The OCA used to function as a referral service, but consumers are now advised to use the new Consumer's Resource Handbook.

Also check in your phone book for your state's Federal Information Center, which will refer you to the proper federal agency.

The Consumer's Resource Handbook, published by the White House Office of the Special Assistant for Consumer Affairs, is a valuable aid to consumers wishing to find the proper channels for action. In it, the consumer will be able to find a listing of federal agencies and an explanation of their functions and jurisdictions. Included is the address of the agency and the office to contact. Subjects of interest include advertising, car repair, banking, real estate, workers' compensation and many more.

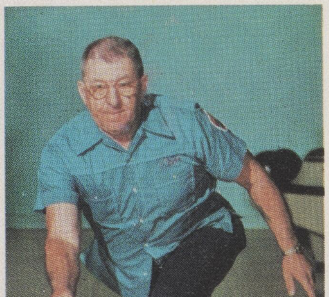
The handbook also lists state offices a consumer may contact when he tries to solve a problem. Single copies of the Handbook are available by writing to the Consumer Information Center, Dept. 635H, Pueblo, Colo. 81009.

In some cases, legal resources may be the only action left to consumers. Relatively minor claims may be argued in small claims court by the consumer. More expensive consumer suits require legal counsel, which can amount to substantial fees.

Remember, good criteria for selecting a new car are dependability, quality, economy, durability, safety and resale value. Consumers Union compiles a frequency-of-repair record based on members' experience with foreign and domestic cars. If you don't subscribe, your local library will have copies.

TEAMSTER SPORTS!

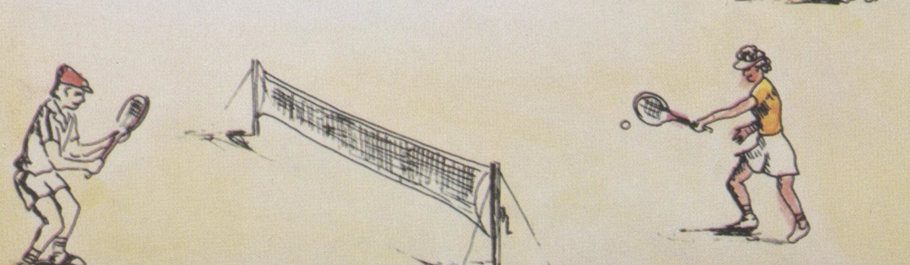
This lineup of geese is testimony to the fact that there was plenty of good hunting when Teamsters William Overy (left), secretary-treasurer of Local 647 in Weston, Ontario, and Del Davidson (right), a Local 647 member, hit the hunting trail on a recent trip to Hudson Bay. The two report that the whole hunting party enjoyed similar good luck.



Leo "Points" Poniatowski, a retired member of Teamster Local 401 and former employee of Tapper Supply Co. of West Hazelton, Pa., in retirement is bowling up a storm. The 73-year-old Teamster has bowled for years, but since 1966 has competed in Pennsylvania State senior tournaments, taking top honors in various classes, including singles, doubles and all-events, in seven of those years. Points has a 180 average, earned during his 26-year bowling career.

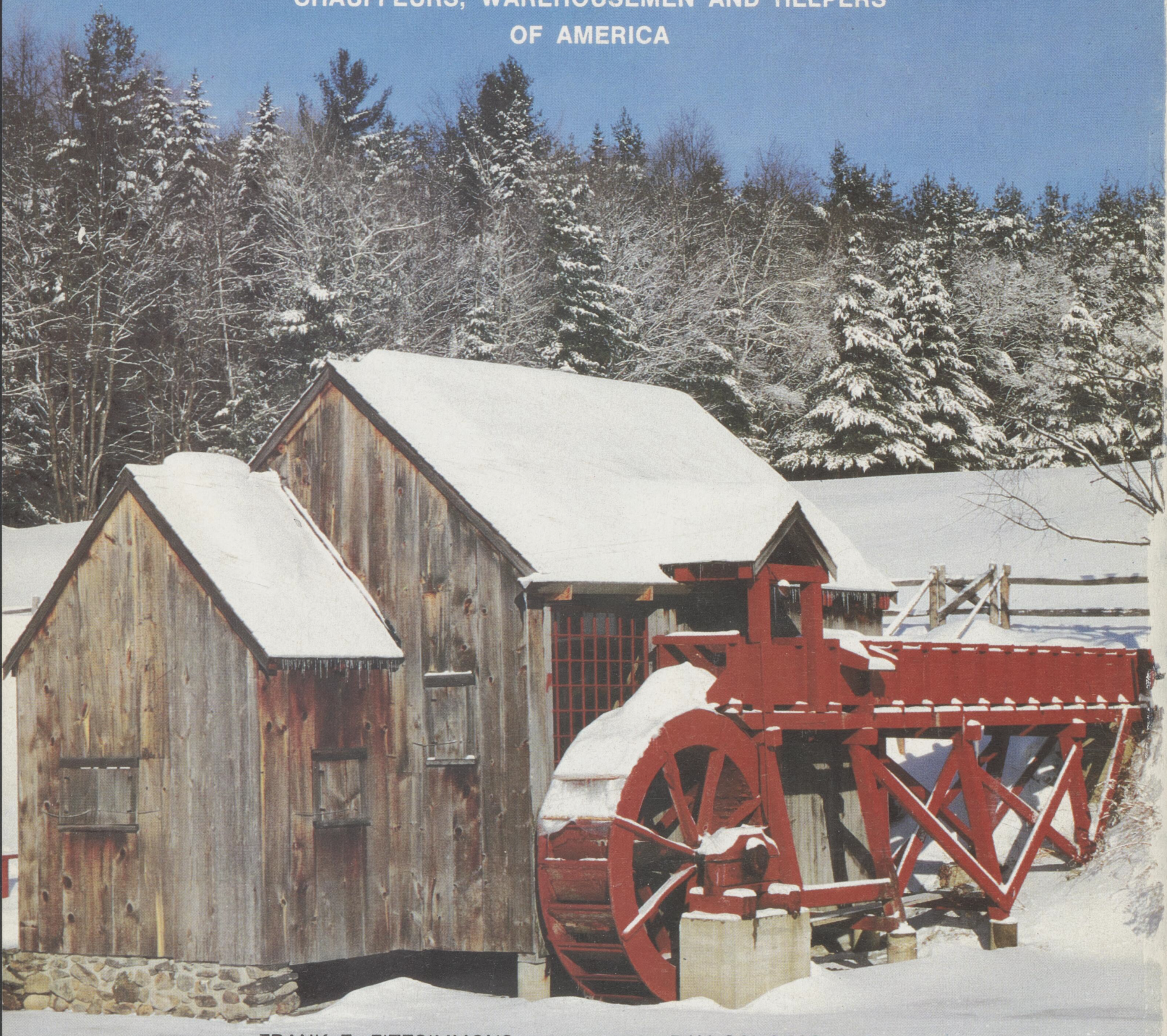
Teamster Italo "Gooch" Guicciardini of Local 443 in New Haven, Conn., has one for the record books. Guicciardini broke the world's record for "the greatest lifetime mileage recorded by any runner," as noted by the Guinness Book of Records, on August 21, 1979, when he broke New Castle, Pa. runner Earl Dilks' record of 195,855 miles, set in 1977. Guicciardini has officially logged 216,202 lifetime miles during a 40-year running career with the New York Athletic Club. Gooch, a 35-year Teamster veteran and shop steward for Holmes Transportation Co., Inc., currently is waiting for his record to be confirmed by the AAU for inclusion in the Guinness Book.

Teamster Huntz Larson and his son Lance, 9, enjoy a unique hobby together on weekends—hillclimbing expeditions that take them to Wisconsin, Minnesota, Upper Michigan and Iowa. Larson, a member of Stevens Point, Wisc. Local 354 employed by Foremost Foods, Inc., rides a 74 cubic inch Sportster, while Lance rides an 80 cc rice grinder. Here they're shown with some of the prizes they've won in competition recently. Larson notes that his bike is one of the last American-made products that isn't subsidized by the government to keep up with foreign competition. ←



Season's Greetings

FROM THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS
OF AMERICA



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